

***EFFECT OF INDIVIDUAL CHARACTERISTIC AND JOB
CHARACTERISTIC ON EMPLOYEE WORK PRODUCTIVITY PT. SINAR
NIAGA SEJAHTERA MOJOAGUNG***

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ABSTRAK

This research was conducted with the aim of analyzing and knowing (1) The effect of individual characteristics on work productivity at PT. ray niaga sejahtera mojangung, (2) The effect of job characteristics on productivity at PT. beam of commercial prosperity mojangung and (3) Effect of individual characteristics and job characteristics on work productivity at PT. prosperous commercial rays mojangung. The data used in this study were sourced from respondents and PT. ray niaga prosperous mojangung with a sample of 40 respondents. The analysis used is multiple linear regression.

The results of the study obtained several conclusions, namely, first, the Individual Characteristics partially has an influence on productivity, which means that each increase in the characteristics of the Individual will increase employee productivity. Both job characteristics partially have an influence on productivity meaning that every increase and change in work will affect employee work productivity. Third Individual characteristics and job characteristics simultaneously have an influence on productivity. And fourth, the results of the description analysis show that the Individual Characteristics is categorized as high or 3.34 , occupational characteristics are categorized high or equal to 3.30, Thus the response of respondents to individual characteristics, and job characteristics of work productivity is high.

Keywords: individual characteristics, job characteristics and work productivity