

THE EFFECT OF WAGES, WORK EXPERIENCE AND MORALE ON EMPLOYEE WORK PRODUCTIVITY IN THE PRODUCTION DEPARTMENT OF UD KRUPUK TERUNG PUTRA DOA IBU DEBONG KOTA TEGAL

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ABSTRACT

Every trading business that has been established has the hope that in the future it will experience rapid development in the business scope of the trading business. Every trading business requires maximum profit, in achieving optimal results, high productivity requires high productivity, thus the continuity of the trading business can be guaranteed and can develop its businesses. This study aims to determine the effect of wages, work experience and work spirit on the work productivity of UD Krupuk Terung Putra Doa Ibu Debong employees.

This type of research uses a quantitative approach. The population in this study were all 35 employees of UD Krupuk Terung Putra Doa Ibu Debong. The sampling technique used was saturated sampling technique, so that the sample of respondents in the study amounted to 35 employees. Methods of data collection using questionnaires, interviews, and observation. The data analysis technique used multiple linear regression analysis using IBM SPSS Version 22.

The results of this study indicate that: (1) There is a positive and significant effect of wages on the work productivity of the employees of UD Krupuk Terung Putra Doa Ibu Debong. It is proven by the results of t_{count} of 2,069 > t_{table} of 2,901 with a significance level of $0,003 < 0.05$. (2) There is a positive and significant effect of work experience on the work productivity of the employees of UD Krupuk Terung Putra Doa Ibu Debong. It is proven by the results of t_{count} of 2,924 > t_{table} of 2,039 with a significance level of $0.001 < 0.05$. (3) There is a positive and significant effect of work morale on the work productivity of the employees of UD Krupuk Terung Putra Doa Ibu Debong. It is proven by the results of t_{count} of 5.924 > t_{table} of 2.039 with a significance level of $0.000 < 0.05$. (4) There is a positive and significant effect of wages, work experience and work enthusiasm simultaneously on the work productivity of UD Krupuk Terung Putra Doa Ibu Debong employees. It is proven by the results of F_{count} of 29.574 > F_{table} 2.901 with a significance level of $0.000 < 0.05$. And the coefficient of determination is 0.716.

Based on the results of this study, it can be concluded that 3 independent variables (wages, work experience and work spirit) partially affect the work productivity of UD Krupuk

Terung Putra Doa Ibu Debong employees. Simultaneously wages, work experience and work spirit affect the work productivity of the employees of UD Krupuk Terung Putra Doa Ibu Debong.

Keywords: *wages, work experience, morale, employee productivity*

INTRODUCTION

Human Resources (HR) is an important component to achieve a goal in managing a company, where the company established generally aims to carry out operations and obtain good profits. To achieve this goal, the company carries out various initiatives in increasing employee work productivity. Employee work productivity for a company is very important in measuring the success of a business. Therefore, employee work productivity is very influential in the achievement of a company to continue to grow.

Work productivity is a condition where employees in a company can work optimally so that the results can meet what is expected with company goals. Productivity is a way to produce or increase the yield of goods and increase services as high as possible by utilizing resources efficiently. Productivity is a comparison of the science of calculating the amount produced and the amount of each source used during production. The sources in question are: (1) Land, (2) Raw materials, (3) Factories, machinery and tools, (5) And labor.

Developing a concept of productivity is by including elements of efficiency. They are of the view that if an industry can work more efficiently, it means that the industry has worked more productively so that it will have a much better competitive position because the unit cost becomes lower.

In an industry, the existence of a factory is a key determinant for the competitiveness of the company. A factory is a collection of materials and a worker assembled by an organized organization of activities to produce goods in accordance with specifications set at a reasonable cost level. Materials and machines need to be inspected before use, because machines are used to process raw materials into products that must be operated according to a comparable procedure. Factory managers rely heavily on employee work experience in dealing with operational, technical, and strategic problems.

UD Krupuk Terung Putra Doa Ibu Debong is an upper medium business in the manufacture or processing of krupuk. Eggplant krupuk is one of the snacks that is usually consumed as a snack in order to arouse the appetite and is commonly consumed as a complement to the main menu. Eggplant crackers have a savory taste, so it makes anyone who

tries it will be addicted. The ingredients used are also hygienic so they are safe if consumed every day. When krupuk production has been completed, it will be sent directly to consumers using transportation provided by the factory. Based on the results of an initial interview with the owner of UD Krupuk Terung Putra Doa Ibu shows that the size of the wages given to employees depends on the production target of the company.

The achievement of productivity in Trade Business (UD) has many indicators that influence, among others, wages, work experience, and morale. Companies must be able to set a service fee in the form of wages that match the needs of life and work experience. The wages given must be adjusted to the expertise and number of products produced by employees.

Wages are not one of the indicators in achieving production targets and work experience can also affect employee work productivity so UD Krupuk Terung Putra Doa Ibu requires employees who have at least 1 year of work experience in the field of processing. Because work experience is needed by factories in order to produce good products. Employees who have experience will also work faster, because they have previously worked in the production department. With experience, it is expected to be able to increase employee work productivity. An employee will work more actively if he has great morale. Therefore, morale needs to be done to influence the quality and amount of production produced by UD Krupuk Terung Putra Doa Ibu. This is a fundamental point in efforts to achieve operational objectives. Employee morale cannot be ignored, because employees are a very meaningful aspect besides other factors. Employee morale needs to be improved in order to produce good and quality krupuk productivity. The higher the morale, the higher the achievement of company goals.

LITERATURE REVIEW

1. Employee Work Productivity

Productivity is the ratio and ratio between output to input. This application needs to pay attention to aspects of employees such as quality and number, aspects of leaders and groups, as well as aspects of formulating work targets that must be achieved in addition to the capacity of processing machines (Hasibuan, 2012: 94).

2. Wages

Wages are an acceptance as a reward and the provision of work to the recipient of work for a job or service that has been and wants to be tried, functions as a guarantee of survival worthy of humanity and production is expressed or valued in the form of money formalized for an agreement, laws and regulations and is also paid on the basis of an employment agreement between the employer and the recipient of work (Kartasapoerta, 1986: 94).

3. Work Experience

Work experience is a measure of how long and long work a person takes in order to

understand job tasks and carry out tasks well (Bill, 2015: 40).

4. Morale

Work spirit can be interpreted as a spiritual condition or attitude of workers and groups that can bring out deep pleasure in the workforce to work actively and consequently in achieving the goals set by the company (Sastrohadiwiryono, 2013: 11)

CONCEPTUAL FRAMEWORK OF THOUGHT

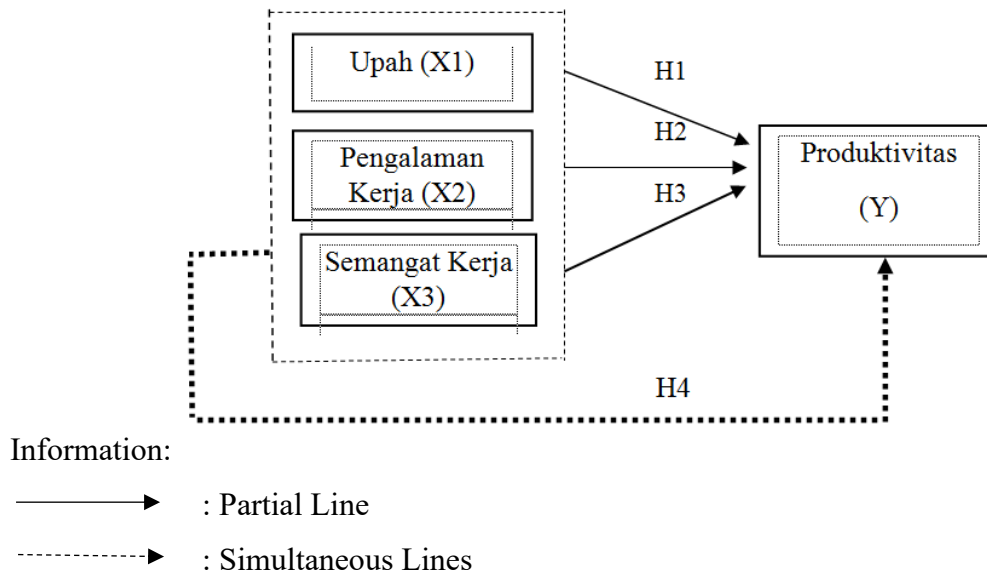


Figure 1. Mindset

HYPOTHESIS

Based on the theoretical foundation and previous research, it is hypothesized in this study, namely:

- H1** Wages affect the productivity of employees in the production department UD Krupuk Terung Putra Doa Ibu Debong
- H2** Work experience affects the work productivity of employees in the UD production Krupuk Terung Putra Doa Ibu Debong
- H3** Morale affects the work productivity of employees in the section UD production Krupuk Terung Putra Doa Ibu Debong
- H4** Wages, work experience and morale simultaneously on productivity employee work in the production department of UD Krupuk Terung Putra Doa Ibu Debong

RESEARCH METHODS

The type of research used in this study is in the form of quantitative research with Likert scale. The method of data collection is carried out by the distribution of questionnaires. The sample used for the study was 35 people. The analysis method uses validity tests and reliability tests. The analytical tools used are *successive interval (MSI) method*, classical assumption test (Multichionierity Test, Heteroscedasticity Test, Normality Test, and autocorrelation test), multiple linear regression analysis, hypothesis testing (t test and F test) and coefficient of determination using SPSS 22 tools.

RESULTS OF RESEARCH AND DISCUSSION

Validity and Reliability Test

Table 1
Validity and Reliability Test Results

Validity and Reliability Test Results				
Variable	Calculate	Rtabel	Status	Croanbach's Alpha
Employee Work Productivity (Y)				0,642
Y.1	0,767	0,361	Valid	
Y.2	0,400	0,361		
Y.3	0,408	0,361		
Y.4	0,397	0,361		
Y.5	0,424	0,361		
Y.6	0,674	0,361		
Y.7	0,605	0,361		
Y.8	0,384	0,361		
Wage (X1)				0,711
X1.1	0,744	0,361	Valid	
X1.2	0,667	0,361		
X1.3	0,733	0,361		
X1.4	0,519	0,361		
X1.5	0,569	0,361		
X1.6	0,485	0,361		
X1.7	0,485	0,361		
Work Experience (X2)				0,627
X2.1	0,561	0,361	Valid	
X2.2	0,414	0,361		
X2.3	0,441	0,361		
X2.4	0,619	0,361		
X2.5	0,430	0,361		
X2.6	0,438	0,361		
X2.7	0,411	0,361		
X2.8	0,382	0,361		
X2.9	0,426	0,361		
X2.10	0,395	0,361		
X2.11	0,375	0,361		
X2.12	0,438	0,361		
X2.13	0,440	0,361		
Morale (X3)				0,807

X3.1	0,478	0,361	Valid
X3.2	0,652	0,361	
X3.3	0,447	0,361	
X3.4	0,661	0,361	
X3.5	0,671	0,361	
X3.6	0,599	0,361	
X3.7	0,478	0,361	
X3.8	0,652	0,361	
X3.9	0,447	0,361	
X3.10	0,661	0,361	
X3.11	0,671	0,361	

Classical Assumption Test

Normality Test

Table 2
Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,07590821
Most Extreme Differences	Absolute	,131
	Positive	,131
	Negative	-,105
Test Statistics		,131
Asymp. Sig. (2-tailed)		.135 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Based on the results of the *one-sample table kolmogorov-smirnov test* above, the Asymp. Sig. (2-tailed) value of 0.135 was obtained. The value is greater than α which is $0.135 > 0.05$ which indicates that the data is normally distributed.

Multicollinearity Test

Table 3
Multicollinearity Test Results

Coefficients ^a			
Type		Collinearity Statistics	
		Tolerance	VIF
1	Wages	,667	1,500
	Work Experience	,636	1,571
	Morale	,502	1,991
a. Dependent Variable: Employee Work Productivity			

Based on the multicollinearity test, it was found that wages, work experience and morale were free from multicollinearity which was shown by a tolerance value of > 0.10 or a VIF value of < 10 . Thus, the assumption of multicollinearity is met.

Heteroscedasticity Test

Table 4
Heteroscedasticity Test Results

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,336	1,583		1,475	,150
	Wages	-,172	,031	-,847	-5,547	,100
	Work Experience	-,033	,031	-,165	-1,054	,300
	Morale	,113	,040	,502	2,854	,228
a. Dependent Variable: ABRESID						

Based on the table above, information can be obtained that the variables used in this study have no symptoms of heteroscedasticity because the value of Sig. on all *independent* variables (wages, work experience, and morale) > 0.05 .

Autocorrelation Test

Table 5
Autocorrelation Test Results

Runs Test	
	Unstandardized Residual
Test Value ^A	,24593
Cases < Test Value	17
Cases \geq Test Value	18
Total Cases	35
Number of Runs	19
Z	,005
Asymp. Sig. (2-tailed)	,996
a. Median	

Based on the table above shows that the value of Asymp. Sig. (2-tailed) is 0.996 while from the provisions of the runs test if the value of Asymp.Sig (2-tailed) is greater than the significance level of 0.05, it can be

concluded that there is no autocorrelation. And from the results of the table above the value of Asymp.Sig (2-tailed) $0.996 > 0.05$ where it is concluded that the data does not have autocorrelation.

Multiple Linear Regression Analysis

Table 6
Multiple Linear Regression Test Results

Coefficients ^a				
Type		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	4,743	3,693	
	Wages	,077	,072	,120
	Work Experience	,067	,072	,106
	Morale	,516	,093	,718

From the results of multiple linear regression analysis in the table above, the regression equation is made as follows:

$$\text{Work Productivity} = 4.743 + 0.077 X_1 + 0.067 X_2 + 0.516 X_3 + e$$

The regression equation above can be explained as follows:

1. The regression coefficient of the wage variable (X_1) is 0.077. This means that there is a positive effect of wages on employee work productivity in the production of UD Krupuk Terung Putra Doa Ibu Debong assuming other variables remain. This means that if wages increase, the work productivity of employees at UD Krupuk Terung Putra Doa Ibu Debong will also increase, on the other hand, if wages decrease, the work productivity of employees at UD Krupuk Terung Putra Doa Ibu Debong will also decrease.
2. The regression coefficient of the work experience variable (X_2) was 0.067. This means that there is a positive influence of work experience on employee work productivity in the production department of UD Krupuk Terung Putra Doa Ibu Debong assuming other variables are fixed. This means that if work experience increases, employee productivity at UD Krupuk Terung Putra Doa Ibu Debong also increases, on the other hand, if work experience decreases, employee productivity at UD Krupuk Terung Putra Doa Ibu Debong will also decrease.
3. The regression coefficient of the morale variable (X_3) was 0.516. This means that there is a positive influence on employee morale on employee productivity in the production of UD Krupuk Terung Putra Doa Ibu Debong assuming that other variables remain. This means that if morale increases, the work productivity of employees at UD Krupuk

Terung Putra Doa Ibu Debong also increases, on the other hand, if morale decreases, the work productivity of employees at UD Krupuk Terung Putra Doa Ibu Debong will also decrease.

Test the hypothesis

Test T (Partial)

Table 7
Test Results t

Coefficients ^a						
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,743	3,693		1,284	,209
	Wages	,077	,072	,120	2,069	,003
	Work Experience	,067	,072	,106	2,924	,001
	Morale	,516	,093	,718	5,568	,000
	a. Dependent Variable: Employee Work Productivity					

Based on the data from the table above, a conclusion is obtained as follows:

1. The effect of wages (X1) on employee work productivity (Y)

The calculated t value on the wage variable is 2.069. The magnitude of the table t value for a significant level is 5%, $t_{table} = t(a/2 : n-k-1 = 0.025 : 35) = 2.039$. So $t_{count} > t_{table}$ then H_0 is rejected, so $t_{count} 2.069$ is greater than $t_{table} 2.039$ and a significant value < 0.05 ie in the wage variable of 0.003 it can be concluded that the wage variable (X1) has a significant influence on the variable of employee work productivity (Y). From the results of the H1 test which reads "There is an effect of wages on employee work productivity at UD Krupuk Terung Putra Doa Ibu Debong received.

2. The Effect of Work Experience (X2) on Employee Work Productivity (Y)

The calculated t value on the work experience variable was 2.924. The magnitude of the table t value for a significant level is 5%, $t_{table} = t(a/2 : n-k-1 = 0.025 : 35) = 2.039$. So $t_{count} > t_{table}$ then H_0 is rejected, so $t_{count} 2.924$ is greater than $t_{table} 2.039$ and a significant value of < 0.05 , namely in the work experience variable of 0.001 it can be concluded that the work experience variable (X2) has a significant influence on the employee work productivity variable (Y). From

the results of the H2 test which reads "There is an influence of work experience on employee work productivity at UD Krupuk Terung Putra Doa Ibu Debong **accepted**."

3. The effect of work management (X3) on employee work productivity (Y)

The calculated value of the morale variable was 5.568. The magnitude of the table t value for a significant level is 5%, $t_{table} = t_{(a/2 : n-k-1)} = t_{(0.025 : 35)} = 2.039$. So $t_{count} > t_{table}$ then H_0 is rejected, so t_{count} 5.568 is greater than t_{table} 2.039 and a significant value of < 0.05 , namely in the work experience variable of 0.000 it can be concluded that the morale variable (X3) has a significant influence on the employee work productivity variable (Y). From the results of the H3 test which reads "There is an influence of morale on employee work productivity at UD Krupuk Terung Putra Doa Ibu Debong **accepted**."

F Test (Simultaneous)

Table 8

F Test Results

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	112,642	3	37,547	29,574	,000 ^b
	Residuals	39,358	31	1,270		
	Total	152,000	34			
a. Dependent Variable: Employee Work Productivity						
b. Predictors: (Constant), Morale, Wages, Work Experience						

Based on the table above, it can be said that the calculated F value obtained is 29.574 while the table F value is 2.874 ($k = 3$, $n = 35-3$), then it can be known that the calculated F value is $29.574 > F_{table} 2.901$ with the significance level obtained is $0.000 < 0.05$, then H_a is accepted. So it can be concluded that the variables of wages (X_1), work experience (X_2), and morale (X_3) have a significant influence on the variables of employee work productivity (Y). From the results of the H4 test which reads "there is an influence of wages, work experience, and work enthusiasm on employee work productivity at UD Krupuk Terung Putra Doa Ibu Debong" **received**

Coefficient of Determination

Table 9

Coefficient of Determination Test Results

Model Summary ^b				
			Adjusted R	Std. Error of

Type	R	R Square	Square	the Estimate
1	.861a	.741	.716	1,127
a. Predictors: (Constant), Morale, Wages, Work Experience				
b. Dependent Variable: Employee Work Productivity				

Based on the *model summary* table above, it can be seen that the *Adjusted R Square* value is 0.716. This value can be interpreted that the relationship between the four research variables is in the very strong category. Through the table above, the *value of Adjusted R Square* or coefficient of Determination (KD) is also obtained which shows how good the regression model formed by the interaction of independent variables and dependent variables is obtained. The KD value obtained is 71.6%. The meaningfulness of this value has the implication that the variables of wages, work experience, and morale affect employee work productivity at UD Krupuk Terung Putra Doa Ibu Debong 71.6% and the remaining 28.4% are influenced by other variables outside the model included in this study.

CONCLUSION

Based on the results of research and discussion produced the following conclusions:

1. There is a positive and significant influence of wages on employee work productivity in the production section of UD Krupuk Terung Putra Doa Ibu Debong. Evidenced by the results of the calculated t value of $2.069 > t_{table} 2.039$ with the level of significance obtained of $0.003 < 0.05$.
2. There is a positive and significant influence of work experience on employee work productivity in the production department of UD Krupuk Terung Putra Doa Ibu Debong. Evidenced by the results of the calculated t value of $2.924 > t_{table} 2.039$ with the level of significance obtained of $0.001 < 0.05$.
3. There is a positive and significant influence of morale on employee work productivity in the production of UD Krupuk Terung Putra Doa Ibu Debong. Evidenced by the results of the calculated t value of $5.568 > t_{table} 2.039$ with the level of significance obtained of $0.000 < 0.05$.
4. There is a positive and significant influence of wages, work experience, and morale simultaneously on employee productivity in the production of UD Krupuk Terung Putra Doa Ibu Debong. Evidenced by the results of the calculated F value of $29.574 > F_{table} 2.901$ with the level of significance obtained of $0.000 < 0.05$.

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