

ABSTRACT

Productivity is generally defined as relation between the output generated with input are available. In essence, the productivity can be defined as the ratio between the products produced by the source used to produce such products as human labor, equipment and machinery, raw materials and supplies, and others. There are internal factors and external factors that affect work productivity. The purpose of this study was to analyze the relation between working period and worker characteristics (age and level of education) with work productivity in the slippers pasting workers in the central of Wedoro village industry.

The study design was an observational study with cross sectional approach. The study was conducted on 36 people employees as a respondent, who had been randomly selected (random sampling). Spearman correlation test was used to determine whether there is relation between working period and worker characteristics (age and education) with work productivity. Data obtained from the interviews and direct observation.

Results of the study was to have the highest frequency of respondents working period <36 months (50%), aged 20-40 years (63.9%), and with a history of low education (no school and elementary school) (55.6%). Spearman correlation test showed that the period of employment and worker characteristics (age and level of education) have a relation with labor productivity. There was a significant relation between the working period ($p = 0.016$), age ($p = 0.034$), and level of education ($p = 0.025$) with work productivity.

It is recommended to the owners home industry to arrange the working hours statutory, establish rules and punishment to make workers more diciplined orderly, give appreciation to make workers motivated to work, and give training to workers to improve their productivity.

Keywords: labor productivity, worker characteristics, working period