

## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisis faktor Upah, Pengalaman kerja, umur, dan lokasi pemanenan berpengaruh terhadap produktivitas tenaga kerja panen dan mengetahui rata-rata upah yang diterima oleh tenaga kerja panen lebih besar dibandingkan Upah Minimum Propinsi (UMP) Sumatera Selatan. Metode yang digunakan dalam penelitian ini adalah metode deskriptif analisis dan metode survey. Metode penentuan lokasi penelitian menggunakan *purposive* dan Penentuan responden menggunakan metode *simple random sampling*. Macam data yang digunakan adalah data primer dan data sekunder. Sumber data diperoleh dari Tenaga kerja Panen di perkebunan kelapa sawit, PT. Pelangi Inti Pertiwi, Instansi Terkait, Perpustakaan, Internet. Teknik pengumpulan data dengan cara observasi, wawancara, dan pencatatan. Untuk menganalisis faktor Upah, Pengalaman kerja, umur, pendidikan dan lokasi pemanenan berpengaruh terhadap produktivitas tenaga kerja panen digunakan analisis model regresi linier berganda, untuk mengetahui rata-rata upah yang diterima oleh tenaga kerja panen lebih besar dibandingkan Upah Minimum Propinsi (UMP) Sumatera Selatan digunakan Uji Beda. Berdasarkan hasil penelitian dapat diambil kesimpulan sebagai berikut, Faktor upah, pengalaman kerja dan umur berpengaruh terhadap produktivitas tenaga kerja panen. Rata-rata upah yang diterima tenaga kerja panen adalah Rp. 1.993.978 per bulan lebih besar dari UMP Sumatera Selatan yang sebesar Rp. 1.825.000 per bulan.

Kata Kunci : Upah, pengalaman kerja, umur, pendidikan, lokasi pemanenan, UMP, Produktivitas tenaga kerja.

## **ABSTRACT**

This study aimed to analyze the factors wages, work experience, age, education and location of harvesting effect on labor productivity crop and determine the average wage that received by workers harvest greater than the Provincial Minimum Wage (UMP) of South Sumatra. The methods used in this research were descriptive analysis method and survey method. The Respondent purposive method and random sampling method were used to determine the location of research . The types of data used were primary data and secondary data. Source of data obtained from the Labor Harvest in oil palm plantations, PT. Pelangi Inti Pertiwi, Associated Institutions, Libraries, and Internet. Data collection techniques of this research were observation, interviews, and recording. Multiple linear regression model analysis was used to analyze the factors wages, work experience, age, education and location of harvesting effect on labor productivity of crops, and Different Test Analysis was used to determine the average wage received by workers harvest greater than the Provincial Minimum Wage (UMP) of South Sumatra. Based on the research results, it can be concluded that, the factor wages, work experience and age had the effect on labor productivity harvest. The average wage received by workers harvest was Rp. 1,993,978/month is greater than the UMP of South Sumatra Rp. 1.825 million/ month.

**Keywords:** Wages, work experience, age, education, location of harvest, UMP, Labor Productivity Harvest