

ABSTRAK

Maulana Ansyori : 71180712060 dengan judul skripsi “**Analisis Pengaruh Sistem Premi Panen Kelapa Sawit Terhadap Kinerja dan Kepuasan Kerja Karyawan (Studi kasus: Kebun Aek Pancur Pusat Penelitian Kelapa Sawit, Kecamatan Tanjung Morawa, Kabupaten Deli Serdang)**”. Di bawah bimbingan Ibu Kharunnisah. SP. M,SI. sebagai Ketua Komisi Pembimbing dan Ibu Desi Novita. SP. M,SI. sebagai Anggota Komisi Pembimbing.

Penelitian ini bertujuan untuk menganalisis system premi panen yang berlaku di lokasi penelitian dan untuk menganalisis pengaruh premi panen terhadap kinerja dan kepuasan kerja karyawan panen di lokasi penelitian. Penelitian ini dilaksanakan pada bulan Juli 2024 hingga Oktober 2024 di Kebun Aek Pancur Pusat Penelitian Kelapa Sawit, Kecamatan Tanjung Morawa, Kabupaten Deli Serdang. Lokasi penelitian ditentukan secara *purposive* dan teknik pengambilan sampel dalam penelitian ini adalah *proportionate stratified random sampling* dengan jumlah 38 sampel dari masing– masing afdeling. Dari hasil penelitian diperoleh kesimpulan bahwa system premi panen di Kebun Aek Pancur Pusat Penelitian Kelapa Sawit adalah sistem basis tugas (BT) ditentukan berdasarkan kondisi topografi areal dan potensi produksi. Premi panen berpengaruh secara nyata terhadap kinerja (kuantitas kerja, kualitas kerja, kehadiran kerja) dan kepuasan kerja karyawan di Kebun Aek Pancur Pusat Penelitian Kelapa Sawit.

Kata Kunci : premi panen, kinerja, kepuasan kerja, karyawan panen kelapa sawit

ABSTRACT

Maulana Ansyori : 71180712060 with the thesis title "Analysis of the Palm Oil Harvest Premium System on Employee Performance and Job Satisfaction (Case study: Aek Pancur Gardens, Palm Oil Research Center, Tanjung Morawa District, Deli Serdang Regency)". Under the guidance of Mrs. Kharunnisah. SP. M, SI. as Chair of the Advisory Commission and Mrs. Desi Novita. SP. M, SI. as Member of the Advisory Commission.

This research aims to analyze the harvest premium system that applies at the research location and to analyze the effect of the harvest premium on the performance and job satisfaction of harvest employees at the research location. This research was carried out from July 2024 to October 2024 at Aek Pancur Gardens, Palm Oil Research Center, Tanjung Morawa District, Deli Serdang Regency. The research location was determined purposively and the sampling technique in this study was proportionate stratified random sampling with a total of 38 samples from each subdivision. From the research results, it was concluded that the harvest premium system at the Aek Pancur Plantation at the Palm Oil Research Center is a task basis (BT) system determined based on the topographic conditions of the area and production potential. Harvest premiums have a significant effect on performance (work quantity, work quality, work attendance) and employee job satisfaction at the Aek Pancur Plantation, Palm Oil Research Center.

Keyword : harvest salary, performance, job satisfaction, oil palm harvest employees