ABSTRACT

Ibad, Bangkit Irsyadul 2013 THESIS. Title: "The Analysis on Incentives in Increasing Employee Productivity (A study on PT Petrowidada, Gresik, East Java)"

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Incentive program in PT. Petrowidada aims to improve employee productivity, however, there are deviations between the original goal and what has been achieved. Many employees still come late to work. It can be considered as a matter that needs to be fixed because late records may disrupt the employee productivity self evaluation. The purpose of this study is to know the incentives system and management in PT Petrowidada, a subsidiary of PT Petrokimia Gresik in East Java.

This study is an analytic descriptive study by a direct observation on a running system along with an interview with the involved executives and workers who experience the result of incentives program run by the company itself. This study uses a qualitative research method.

The result of this study shows that incentives indeed affect the employee productivity. The reasons of why employees come late to work are common reasons such as the distant location from work place, family's matter, and traffic jam. It is not caused by the failure of incentives program. As suggestions, the company should provide private transportation facilities for the employees who live far from the company and give a stricter sanction to create a balanced disciplinary.