

V. CONCLUSION AND IMPLICATION

A. Conclusion

Based on the results of research and discussion, the following conclusions can be drawn:

1. There is a positive influence of owner's education on labor productivity, meaning that the first hypothesis is accepted.
2. There is a positive influence of employee education on labor productivity, meaning that the second hypothesis is accepted.
3. There is a positive influence of work experience on labor productivity, meaning that the third hypothesis is accepted.
4. There is a positive influence of length of business on labor productivity, meaning that the fourth hypothesis is accepted.

B. Implication

Some practical implications based on the results of the study are:

1. Owner education can affect labor productivity, in accordance with the results of the study that owner education has a significant and positive effect on labor productivity in Kroya District, Cilacap Regency. Education is not only obtained formally but can also be obtained informally. For example, the Kroya sub-district government held a meeting for entrepreneurs, one of which was the tempeh chips industry, to provide insight and direction to business owners. Such as insights about broader marketing, in order to increase their sales and provide direction about selling outside the region and city, as well as about selling through online media such as marketplaces.

2. The level of employee education is also useful for efforts to increase labor productivity, the results of research on employee education have a significant and positive effect on the labor productivity of the tempeh chips industry in Kroya District, Cilacap Regency, because employees who have higher education have a broader insight than someone who has a low level of education, and the level of employee education will affect the ability to achieve optimal performance. Employee education can also be obtained through the Vocational Training Center to improve skills and knowledge.
3. In labor productivity, of course, work experience has an effect in increasing labor productivity, as in the research results that work experience has a significant and positive effect on the labor productivity of the tempeh chips industry in Kroya District, Cilacap Regency. Because someone who has longer and more work experience in working has more abilities and knowledge than someone who has less experience. Work experience can be obtained from others by seeking information from others and opening up to listen to and learn from the experiences of others, so that people who are experienced in the tempeh chips industry can share their experiences with new people in order to improve the quality of their performance in order to increase labor productivity.
4. Someone who has been in business for a long time will certainly have the ability to observe consumer and market behavior. The results showed that the firm age has a significant and positive effect on labor productivity in Kroya District, Cilacap Regency. For entrepreneurs to always be diligent in

running their business in order to hone their professional skills in entrepreneurship, and can learn about consumer tastes or behavior, and can add business relationships so that the marketing of their products is wider and increase customers who are successfully netted so that they can increase their productivity.

C. Research Limitations

Limitations in this study, although researchers have done their best, there are limitations that cannot be avoided, such as business owners generally do not do practice bookkeeping, so the answers given are only based on the memory of the respondent which allows the information obtained to be inaccurate.

