

RINGKASAN

Penelitian ini berjudul "Pengaruh Program Training terhadap Produktivitas Karyawan dengan Technology Acceptance Model sebagai Variabel Mediasi di PT. Perkebunan Tambi" merupakan penelitian survei pada karyawan pemetik teh yang menggunakan mesin.

Masalah penelitian adalah rendahnya produktivitas karyawan pemetik teh yang diduga disebabkan oleh lemahnya penerimaan teknologi. Kondisi ini mengakibatkan proses pemetikan teh kurang efisien dan berdampak pada kinerja perusahaan. Untuk mengatasi permasalahan diperlukan suatu pendekatan yang komprehensif dalam meningkatkan produktivitas karyawan melalui program training dan penerimaan teknologi,

Tujuan penelitian adalah mengetahui pengaruh program training terhadap produktivitas karyawan dengan technology acceptance model sebagai variabel mediasi pada karyawan pemetik teh di PT. Perkebunan Tambi. Secara spesifik, penelitian ini ingin menganalisis hubungan antara program training, penerimaan teknologi, dan produktivitas karyawan.

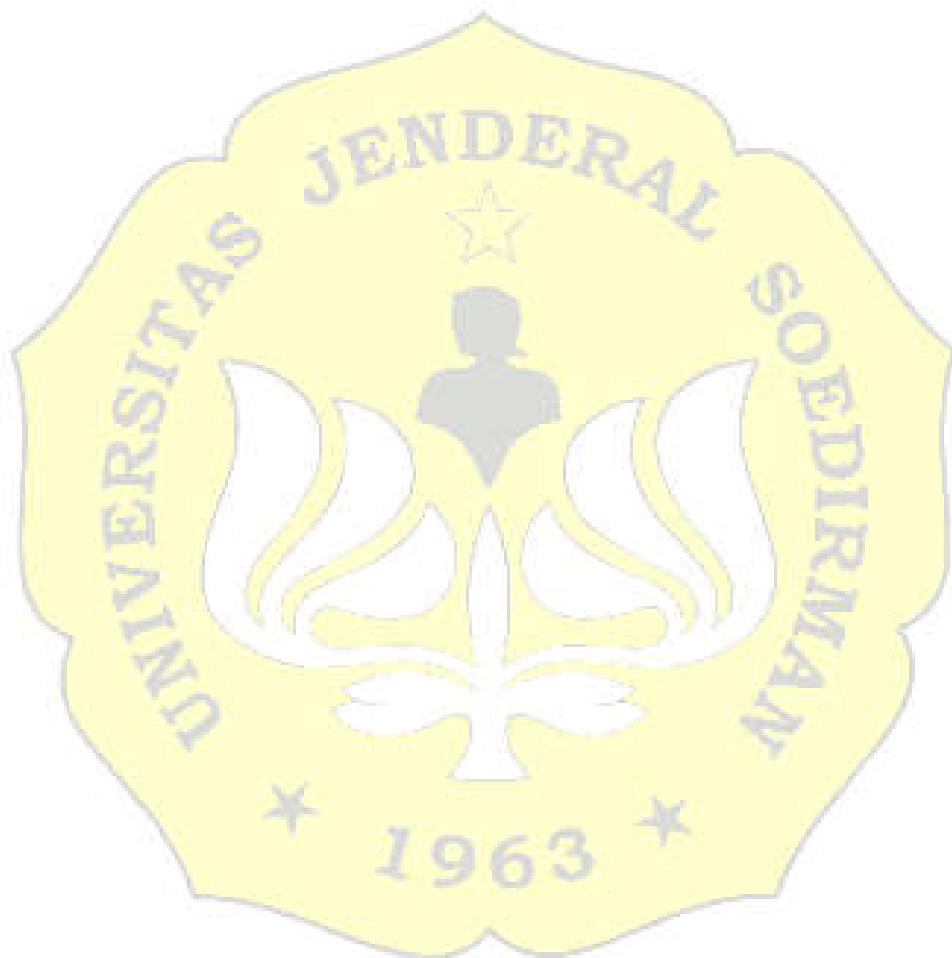
Metode penelitian menggunakan pendekatan kuantitatif dengan desain penelitian survei. Populasi penelitian adalah seluruh karyawan pemetik teh di PT. Perkebunan Tambi dengan karakteristik tertentu. Sampel penelitian berjumlah 32 responden yang dipilih menggunakan teknik sampling jenuh. Pengumpulan data dilakukan melalui kuesioner dengan instrumen yang telah diuji validitas dan reliabilitasnya. Analisis data menggunakan metode Partial Least Square (PLS) dengan bantuan software SmartPLS untuk menguji hipotesis dan menganalisis hubungan antar variabel.

Berdasarkan hasil penelitian menunjukkan bahwa : (1) program training berpengaruh positif signifikan terhadap produktivitas karyawan. Hal ini berarti semakin baik program training yang diberikan, maka semakin tinggi produktivitas karyawan pemetik teh. (2) technology acceptance model berpengaruh positif signifikan terhadap produktivitas karyawan. Artinya, semakin tinggi penerimaan teknologi, maka semakin meningkat produktivitas karyawan. (3) program training berpengaruh positif signifikan terhadap technology acceptance model. Ini menunjukkan bahwa program training yang baik dapat meningkatkan penerimaan teknologi oleh karyawan. Keempat, program training berpengaruh positif terhadap produktivitas dengan technology acceptance model sebagai variabel mediasi, yang berarti penerimaan teknologi mampu memediasi hubungan antara program training dan produktivitas karyawan.

Implikasi penelitian menunjukkan bahwa PT. Perkebunan Tambi perlu mengembangkan strategi peningkatan produktivitas melalui program training yang komprehensif. Perusahaan harus merancang pelatihan yang tidak sekadar mentransfer keterampilan teknis, tetapi juga membangun kepercayaan dan kemampuan adaptasi karyawan terhadap mesin. Pendekatan praktis dapat dilakukan melalui sosialisasi manfaat teknologi, pelatihan praktis, pendampingan

berkelanjutan, dan evaluasi berkala untuk memastikan integrasi pengetahuan baru ke dalam proses kerja. Penelitian ini memberikan kontribusi penting dalam memahami hubungan antara program training, penerimaan teknologi, dan produktivitas karyawan di sektor perkebunan. Rekomendasi lanjutan dapat difokuskan pada pengembangan model pelatihan yang lebih komprehensif dan eksplorasi faktor-faktor lain yang memengaruhi produktivitas.

kata kunci: Program pelatihan, Produktivitas karyawan, Model Penerimaan Teknologi, Perkebunan teh



SUMMARY

This study entitled “The Effect of Training Program on Employee Productivity with Technology Acceptance Model as Mediating Variable at PT Tambi Plantation” is a survey research on tea picker employees who use machines.

The research problem is the low productivity of tea picking employees which is thought to be caused by weak technology acceptance. This condition results in a less efficient tea picking process and has an impact on company performance. To overcome the problem, a comprehensive approach is needed to improve employee productivity through training programs and technology acceptance,

The purpose of the study was to determine the effect of training programs on employee productivity with the technology acceptance model as a mediating variable on tea picking employees at PT Tambi Plantation. Specifically, this study wants to analyze the relationship between training programs, technology acceptance, and employee productivity.

The research method uses a quantitative approach with a survey research design. The research population is all tea picker employees at PT Tambi Plantation with certain characteristics. The research sample amounted to 32 respondents selected using saturated sampling technique. Data collection was done through a questionnaire with instruments that had been tested for validity and reliability. Data analysis uses the Partial Least Square (PLS) method with the help of SmartPLS software to test hypotheses and analyze relationships between variables.

Based on the results of the study showed that: (1) training programs have a significant positive effect on employee productivity. This means that the better the training program provided, the higher the productivity of tea pickers. (2) technology acceptance model has a significant positive effect on employee productivity. This means that the higher the technology acceptance, the higher the employee productivity. (3) the training program has a significant positive effect on the technology acceptance model. This shows that a good training program can increase employee acceptance of technology. Fourth, training programs have a positive effect on productivity with the technology acceptance model as a mediating variable, which means that technology acceptance is able to mediate the relationship between training programs and employee productivity.

The research implication shows that PT Tambi Plantation needs to develop a strategy to increase productivity through a comprehensive training program. The company must design training that not only transfers technical skills, but also builds employees' trust and adaptability to machines. The practical approach can be done through socialization of the benefits of technology, practical training, continuous mentoring, and periodic evaluation to ensure the integration of new knowledge into the work process. This research makes an important contribution to understanding the relationship between training programs, technology acceptance, and employee productivity in the plantation sector. Further recommendations can focus on

developing a more comprehensive training model and exploring other factors that influence productivity.

Keywords: Training program, Employee productivity, Technology Acceptance Model, Tea plantation

