

SUMMARY

Erly Ermawati, 2009, **Working Team Influence To Employee Labour Capacity** (Research at Employee PT PLN (Persero) Shelf Distribution Service Area East Java And Chain Malang), Dr. Mochammad Al Musadieg, MBA, Drs. Heru Susilo, MA. 87 things + xii

External pressure claims company to turn into filose, creative and efficient. One of success key developed by a number of companies with reputation of world is by developing working team. Working team is formed on the chance of can yield maximum job. The thing also influential to employee labour capacity in doing the duty. Best contribution of working team at company where he is reachable shade if the working team have reached its effectivity. This thing is as according to statement Ilyas (2003, h. 58), that a effective team can increase labour capacity by the way of improve and repairing procedure, mode of action which will improve and repair efficiency and effectivity, and supply of work environment support from which condusive to present best performance of team.

This research aim to explain working team consisted of by work design, composition, context and process in simultan and parsial to employee labour capacity at PT. PLN (Persero) Shelf Distribution Service Area East Java And Chain Malang. Research type applied is research of eksplanatory by using questionnaire as instrument of main research. Population in this research is all employee PT. PLN (Persero) Shelf Distribution Service Area East Java And Chain Malang which amounts to 255. Number of samples taken 72 employee. As for in analysing and calculates level of influence in simultan and parsial from independent variable (X) to dependent variables (Y) applied program SPSS 14.00 for windows. This testing done with level of signifikan $\alpha = 0,05$.

Based on from result of doubled linear regression analysis it is known that testing in simultan yields probability (p) 0,000 or smaller than value $\alpha = 0,05$ ($0,000 < 0,05$), value R (correlation coefficient) 0,843, and the coefficient value determination R Square is 0,711 or 71,1%. Based on regression test result, testing parsially to work design variable (X_1), composition variable (X_2), context variable (X_3) and process variable (X_4) yields probability (p) 0,020, 0,012, 0,041, 0,000 or smaller than value $\alpha = 0,05$. The determinant coefficient (r^2) for work design variable (X_1) $r^2 \times 100\% = 0,2792 \times 100\% = 7,78\%$, determinant coefficient (r^2) for composition variable (X_2) be $r^2 \times 100\% = 0,3022 \times 100\% = 9,12\%$, determinant coefficient (r^2) for context variable (X_3) be $r^2 \times 100\% = 0,2472 \times 100\% = 6,10\%$, determinant coefficient (r^2) for process variable (X_4) be $r^2 \times 100\% = 0,5382 \times 100\% = 28,9\%$.

Conclusion from result of research is that there are influence signifikan between work design variable (X_1), composition variable (X_2), context variable (X_3) and process variable (X_4) in simultan and parsial to Employee Labour Capacity (Y). In simultan, Employee Labour Capacity variable (Y) influenced by between work design variable (X_1), composition variable (X_2), context variable (X_3) and process variable (X_4) equal to 71,1% whereas 28,9% influenced by other variable. Parsially, work design variable (X_1) influential to Employee Labour Capacity (Y) equal to 7,78% while the rest 92,2% determined by other variable. Composition Variable (X_2) influential to Employee Labour Capacity (Y) equal =

9,12% while the rest 90,9% determined by other variable. Context Variable (X3) influential to Employee Labour Capacity (Y) equal = 6,10% while the rest 93,9% determined by other variable. Process Variable (X4) influential to Employee Labour Capacity (Y) equal to 28,9% while the rest 71,1% determined by other variable.

