



# Factors Affecting the Labor Productivity of the Oil Palm Plantation

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**Abstract.** Palm oil plays a strategic role and has bright prospects as a source of foreign exchange and employment. However, this commodity is still experiencing problems with the productivity of harvested labour. This study aims to examine and analyze the factors that affect the labour productivity of the oil palm harvest who have the status of non-group employees in PT. Perkebunan Nusantara VI Batanghari Business Unit. The data used in this study was secondary data with the number of respondents as many as 110 harvested workers. To examine the labour productivity of oil palm harvesters with the status of non-group employees using a descriptive approach while analyzing the factors that affect the labour productivity of oil palm harvests with the level of non-group employees using multiple linear regression analysis. The dependent variables in this study were Labor productivity, while the independent variables measured were the age of harvested labour, the previous month's premiums, and education. The analysis showed that simultaneously and partially, the variables of the age of the harvested labour, the last month's premium, and the education rate significantly affected the productivity of the oil palm harvest workforce who were non-group employees at PT. Perkebunan Nusantara VI Batanghari Business Unit.

**Keywords:** Productivity · Labour Harvest · Oil Palm

## 1 Introduction

The development of the agricultural sector is an inseparable part of national development, where agricultural development has the meaning of a sector in laying a solid foundation for the nation's economy. Palm oil plays a strategic role, having bright prospects as a source of foreign exchange. Jambi Province is one of the central areas of oil palm plantations. According to [1], the development of oil palm plantation areas in Jambi Province continues to increase from a total of 714.40 thousand ha in 2015 to 1,074.60 thousand ha in 2020 or an increase of 33.5%. This is supported by the stability of prices that are getting higher from year to year so that oil palm becomes the prima donna crop

**Table 1.** Development of Production Area and Productivity of Oil Palm Plantation Crops in Jambi Province in 2015–2019

Year	area (000/ha)				Productivity (ton/ha)
	immature	mature	TR	Total	
2015	141.352	532.119	16.495	689.966	3.044
2016	132.061	570.424	24.185	791.025	2.722
2017	131.273	819.044	27.054	1.039.920	2.055
2018	143.001	854.017	34.794	1.079.334	2.124
2019	312.816	610.641	117.977	1.041.434	2.997

Source: [2] (2019).

of farmers in Indonesia. Land development and oil palm crop productivity in Jambi Province can be seen in Table 1.

Table 1 shows that the area of oil palm plantations in Jambi Province has increased over the last few years until 2018, namely 38.65% or the average land area in Jambi Province during this period is 852,479 ha of oil palm in Jambi Province has increased every year, as well as crop productivity which has relatively increased during the 2015–2019 period with an average growth rate of 23% per year.

Of the total oil palm plantation land in Jambi Province, small and private plantations occupy the main position with a total of 113,557 ha of land, the rest of which is managed by SOEs, one of which is PT. Perkebunan Nusantara VI is a state-owned company that focuses on managing oil palm, rubber, tea, and coffee plantations. Especially in the management of oil palm crops, this company manages 10 business units. For more details, the following is data on the productivity and land of each production of pt. Nusantara VI plantations for the last three years in Table 2.

Table 2 shows that PT. Nusantara VI plantations engaged in oil palm plantations as a whole experienced an expansion of oil palm crop areas from year to year, but on the contrary, the level of productivity decreased in 2018–2020. Employee work productivity as a benchmark for each company in carrying out its business activities both in terms of quality and quantity of products. As is the case with labor productivity today where companies must strive for the quality and welfare of employees who are the competitiveness of other companies. Where every company always tries to encourage labor productivity to achieve the targets that have been set.

On the other hand, if the labor productivity of harvesters is low, then production will decrease and the company's targets will be difficult to achieve, so the company will try to encourage labor productivity to be more productive. Oil palm harvesting workers at PT. Perkebunan Nusantara VI Batanghari Business Unit is divided into three employment statuses, namely group employees, non-group employees and specific time work agreements.

Interms of oil palm harvest labor, the acreage of a and the productivity of the batanghari business unit over the past four years can be seen in Table 3.

**Table 2.** Production Area and Productivity of Oil Palm Plantation Crops in PT. Nusantara Plantation VI 2018–2020.

business unit	The year 2018		The year 2019		The year 2020	
	Area (ha)	Productivity (kg/ha)	Area (ha)	Productivity (kg/ha)	Area (ha)	Productivity (kg/ha)
Ophir	3.246,00	27,589	3.246,00	24,486	3.246,00	23,550
Bunut	3.218,95	17,615	3.601,73	17,956	3.982,25	16,667
TanjungLebar	1.001,40	17,714	338,00	10,896	829,14	7,139
Rimbo Dua	3.270,00	25,198	3.270,00	22,641	3.270,00	21,515
Rimbo Satu	3.476,70	29,299	3.476,70	26,429	3.476,70	24,190
<b>Batanghari</b>	<b>2.025,00</b>	<b>29,132</b>	<b>2.025,00</b>	<b>24,081</b>	<b>2.025,00</b>	<b>23,447</b>
Durian Luncuk	4.476,00	21,030	4.476,00	19,221	4.476,00	17,016
Selok Selatan	3.567,00	16,778	3.567,00	15,989	3.567,00	15,745
Pangkalan 50 Kota	1.575,00	14,953	1.575,00	15,103	1.575,00	13,024
Bukit Cermin	1.054,50	12,393	1.434,68	8,028	1.434,68	7,516
<b>Total</b>	<b>26.910,55</b>	<b>21,170</b>	<b>27.010,11</b>	<b>18,483</b>	<b>27.881,77</b>	<b>16,981</b>

Source: [3]

**Table 3.** Number of Manpower & Are Production and Productivity of Oil Palm Plantation Crops at PTPNVI. Batanghari Business Unit 2018–2021

Year	Area (ha)	Productivity (kg/ha)	Workforce		
			Group Employees (KG)	Non-Group Employees (KNG)	Specific Time Employment Agreement (PKWT)
2018	2,025	29.132	0	81	33
2019	2,025	24.081	0	99	15
2020	2,025	23.447	0	114	0
2021	2,025	23,088	0	110	4

Sumber: [4].

Each harvest labor is given the same wholesale base reference, the wholesale base itself is a measure of the results that must be achieved by the harvesters. Perkebunan Nusantara VI is a batanghari business unit, guided by the operational limits that have been determined by the company as measured by Kg / HK units, as stated in the Standard Operating Procedures, that the employee base of harvest per day for crops in the 1999, 2002 and 2004 planting years is as many as 45 bunches, or equivalent to 950 kg /

hk, which must be produced by harvest employees who have the status of non-group employees. Labor productivity can be seen from the results achieved by comparing the predetermined wholesale base, in the sense that if the harvested labor gets more than the wholesale base, then the production of oil palm plantation companies will be achieved and harvesters will get additional wages or harvest premiums beyond the basic salary they receive. Recapitulation of harvest premiums at PTPN VI Batanghari Business Unit during December 2021 in Table 4.

Table 4 shows that the income of harvest employees at PTPN VI Batanghari Business Unit not only gets a basic salary but has the opportunity to get special benefits or harvest premiums from the achievements that have been done every day so that it can be said that the income of harvest employees at PTPN VI batanghari business unit is relatively high, of course this is based on additional income obtained by harvest employees every month, this is what distinguishes the level of productivity of each employee.

If the harvester gets a lot of harvest premiums, of course, they can buy more goods or good intake that supports their work and vice versa, this form of salary and premium is the assessment of work performance so that from these factors it is formulated into a premium factor for the previous month.

Perkebunan Nusantara VI Batanghari Business Unit has a difference in the age of each harvested labor. There are harvest workers who are 48 years old who are aged tend to experience a decrease in performance but also remain included in the productive age, this harvest workforce still carries out their duties because they must be able to complete the tasks given.

According [6] to the process of achieving optimal productivity is not only guided by the input processing process owned by the company but also needs workers who are supported by factors such as training, the number of family dependents, work performance assessment, wage system, work satisfaction and the most motivated in working,

**Table 4.** Recapitulation of KNG Harvest Premium in December 2021 at PTPN VI Batanghari Business Unit.

Number of Employee Premiums (IDR)	Number of Employees (person)	Percentage (%)
155.804 - 433.653	17	15,45
433.654 - 711.503	41	37,27
711.504 - 989.355	31	28,18
989.356 - 1.267.205	10	9,09
1.267.206 - 1.545.055	7	6,36
1.545.056 - 1.822.905	2	1,8
1.822.906 - 2.100.755	1	0,9
2.100.756 - 2.378.606	1	0,9
Total	110	100

Source: [5]

this factor is something that must support the level obtained by workers the better these factors are passed and faced, the better the better productivity gained by labor.

Harvest labor in PT. Perkebunan Nusantara VI Batanghari Business Unit, often experiences an increase or decrease in terms of productivity. The purpose of this study is to examine and analyze the factors that affect the productivity of oil palm harvest workers who have the status of non-group employees (KNG) at PTPN. VI Batanghari Business Unit.

## 2 Research Method

This research was conducted at PT. Nusantara Plantation VI. Batanghari Business Unit, Jambi Outer City District, Muhajirin Village with the consideration of PT. Perkebunan Nusantara VI Batanghari business unit. This company is one of the companies that manages oil palm plantations in Jambi Province Based on the year of planting, the age of the oil palm plants in the company's plantations. Respondents are harvester employees who have the status of Non-Group Employees.

The determination of the location of this study was carried out purposively due to the achievement of productivity that decreased from 2018–2021 from all units of PT. Nusantara Plantation VI. The data sources used in the study are secondary data, which are obtained directly from various literature, research reports and data from PT. Perkebunan Nusantara VI Batanghari Business Unit or related agencies related to this research The determination of the location of this study was carried out purposively due to the achievement of productivity that decreased from 2018–2021 from all units of PT. Nusantara Plantation VI. The data sources used in the study are secondary data, which are obtained directly from various literature, research reports and data from PT. Perkebunan Nusantara VI Batanghari Business Unit or related agencies related to this research.

The productivity of palm oil harvesters who have the status of non-group employees (KNG) at PTPN VI Batanghari Business Unit. Where labor productivity can be seen from the amount of production produced, Laborproductivity is a barometer of how far labor is used effectively in a production process to achieve the expected output, so that it can be formulated per unit time as follows:

$$\text{Workforce Productivity} = \text{Output(Kg)}/\text{Waktu(day)} \quad (1)$$

Factors affecting the labor productivity of oil palm harvests with the status of non-group employees are used multiple linear regression equations with the following formula:

$$TK = Y = a + bx_1 + bx_2 + bx_3 + e \quad (2)$$

where:

TK = Y = Productivity (kg/days)

a = Costanta

b = Regression coefficient

x1 = Employee age (year)  
 x2 = Previous month premium (IDR)  
 x3 = Education (years)  
 e = Error Tolerance Limitations (%)

$$t_{hitung} = \frac{(b_i)}{s(b_i)} \quad (3)$$

Where

bi = Regression coefficient  
 S(bi) = Standard deviation  
 N = Number of employees (people)

### 3 Results and Discussion

#### Company Overview

PT. Perkebunan Nusantara VI was established based on government regulation No. 11 dated February 14, 1996 and was ratified through a notarial deed of Harun Kamil, S.H No. Aset PT. Nusantara VI plantation until December 31, 2016 has a total plantation area of 35,576 ha, consisting of oil palm, tea and coffee plantations with a total of 10 business units engaged in oil palm plantations, namely Units, Opir, Bunut Units, Tanjung Lebar Units, Rimbo Dua Units, Rimbo One Units, Batanghari Units, Bukit Cermin Units, Bunut Units, Durian Luncuk Unit, South Solok Unit, 50 City Base Unit, Bukit Cermin Unit. Vision from PT. Perkebunan Nusantara VI is to be a leading plantation company that provides the highest and sustainable benefit value to all stakeholders.

#### Land Area and Potential

PT. Perkebunan Nusantara VI Batanghari Business Unit is divided into III afdeling with a total land area of 2,025 ha. With the composition of the plantation area of each afdeling as follows in Table 5:

Oil palm plants cultivated in PT. Perkebunan Nusantara VI Unit Batanghari is a high-yielding variety of Tenera originating from the Marihat Research Center. The advantage

**Table 5.** Area of PT. Nusantara Plantation VI Batanghari Jambi Business Unit 2021.

Planting Year Oil palm	Afdeling I (ha)	Afdeling II (ha)	Afdeling III (ha)	Total (ha)
1999	195	199	206	600
2002	458	488	454	1400
2004	25	-	-	25
<b>Total</b>	<b>678</b>	<b>687</b>	<b>660</b>	<b>2.025</b>

Source: [7]

of this type of seedling is that it has produced sand fruit at the age of 2.8 to 3 years, has a fairly large weight, which is in the range of 21 kg of n signs with an oil content of 20–30%, with an average oil production of 7.53 tons per hectare. The age of oil palm plants is between 22, 19 and 17 years, with a potential productivity of 21 tons /ha. The garden is found on three uneven ng afdeli. This condition requires the company's management to divide the harvest plots of each afdeling not based on the age of the plant but based on the area of the expanse. As a result, crop productivity against plant age is difficult to measure because the division of the harvest kav ling is not based on plant age.

### Wage System

Wages are the most important element in the relationship between work and the company, to get a good job, the work must be stimulated with balanced compensation at the level of work. Thus the compensation will be of decent value to the workers. Given the benefits of the terms of work and the establishment of a harmonious and balanced cooperative relationship, it is natural that the problem of the wage system is often the most important problem in a company.

The company provides assistance with good quality rice. The provision of rice is given to all employees, for employees who have a family, namely one wife and 3 children also get a distribution of rice. As for those who are not married, the distribution of rice is only counted for one person. The rice given to the employee is replaced with money according to the amount of rice that the employee will get. In ensuring the survival of employees, PT. Perkebunan Nusantara VI, a batanghari business unit, also provides social security with a salary cut of 2% every month.

### Identity of Harvest Employees

#### Employee Identity by Age.

Age can affect the work done by employees, where the older a person is, there is a slow decline in physical abilities. The results showed that the average harvest employee is 20–48 years old, and falls into the category of still productive age. More detailed information on the identity of harvest employees by age can be seen in Table 6 as follows.

**Table 6.** Age of Employees at PT Perkebunan Nusantara VI Batanghari Business Unit 2021

Employee Age (year)	Number of Employees (person)	Percentage (%)
21–24	9	8,18
25–29	6	5,45
30–34	16	14,54
35–39	24	21,81
40–44	36	32,72
45–49	19	17,27
<b>Total</b>	<b>110</b>	<b>100</b>

Source: [8]

Table 6, shows that the majority of permanent age is in the range of 40–44 years, as many as 36 people or 32.72% of the total existing harvest employees. This condition shows that the age of harvest employees is at the productive age.

### Employee Identity Based on Previous Month's Premium

Premium is the income earned by palm oil harvest workers if it exceeds the target or base set by the company (IDR/month). The previous month's premium can also be interpreted as a form of motivation for the harvest workforce to increase productivity. The identity of the harvest employee based on the previous month's premium can be seen in Table 7 as follows.

Based on Table 7, it is known that the harvest labor is in PT. Perkebunan Nusantara VI Batanghari Business Unit each has a premium amount for the previous month which is different from each other. Pt. Perkebunan Nusantara VI Batanghari Business Unit has a harvest workforce with the status of non-group employees (KNG) as many as 110 people, dengan the highest total premium for the previous month is Rp. 2,304,950–2,617,137 or 0.9% of the total harvest employees who have the status of non-group employees. The lowest amount of premiums for the previous month was Rp. 11,634–431,821 as much as 14.54% of the total harvest employees who had the status of non-group employees (KNG) in existence.

### Employee Identity Based on Education

The level of education of harvest employees who have the status of non-group employees (KNG) at PT. Perkebunan Nusantara VI Batanghari Business Unit is an elementary, middle, and high school in addition to that there are also those who do not complete elementary school. The level of education of non-group employees in the company can be seen in Table 8:

According to Table 8, at most did not complete primary school or 62.72 percent. This condition is because this job prioritizes skills.

### Employee Productivity Levels Harvest

**Table 7.** Previous Month Premium

Previous Month Premium (Rp)	Number of Employees (orang)	Persentase (%)
11.634–431.821	16	14,54
431.822–744.009	32	29,09
744.010–1.056.197	32	29,09
1.056.198–1.368.385	16	14,54
1.368.386–1.680.573	11	10,00
1.680.574–1.992.761	1	0,90
1.992.762–2.304.949	1	0,90
2.304.950–2.617.137	1	0,90
<b>Total</b>	<b>110</b>	<b>100</b>

Source: [9] *Processed 2021*



**Table 8.** Education Level of Non-Group Employees

Recent Education	Number of Employees (People)	Percentage (%)
Not Finished Elementary School	69	62,72
Elementary	10	9,09
Junior HS	10	9,09
Senior HS	21	19,09
<b>Total</b>	<b>110</b>	<b>100</b>

Source: [10]

Harvesting activities carried out by harvesting workers at PT. Perkebunan Nusantara VI Batanghari Business Unit on oil palm crops includes the work of cutting ripe FFB (Fresh Fruit Bunches), picking up or collecting berondolan, transporting fruit from trees to TPH (Yield Collection Point). Oil palm harvesting activities must meet the criteria for ripening harvest. The criteria for ripening harvests are the requirements of the conditions of the bunches that have been set to be harvested.

The harvesting process begins with the cutting of the midrib. Cutting activity by cutting off all the midrib tightly with stems for a harvest of more than 11 years. Next, leave 2 leaves under the lowest fruit. Then the fronds are arranged in a dead bed, which is a place or part between the planting points that are used as a rumpukan area because they cannot be used as roads. The ripe fruits of the harvest are indicated by the presence of at least 11 fruits that fall naturally on the disk. The fruit stalk is tightly cut into the shape of a frog hook and should not be exposed to bunches. Then the FFB (Fresh Fruit Bunches) and berondolan that have fallen are transported using angkong, then brought to the TPH (Yield Collection Point) and given a harvester number.

To motivate harvester employees in increasing their productivity, PT. Perkebunan Nusantara VI Batanghari Business Unit provides a harvest premium for excess production achievements obtained by harvest employees. Harvest premiums are given separately with different values as well. The harvest premium is given individually based on the achievement capacity that exceeds the wholesale base with the multiplier provisions determined by the following agreements.

P1: 1 kg - 285 kg Rp. 50/kg

P2: 285 kg – 1.378 kg Rp. 55/kg

P3: <1.378 kg Rp. 60/kg

Meanwhile, the wholesale base is the minimum production limit set by the company that must be achieved by palm oil harvesters on a daily basis without being given a premium. For harvester employees themselves, a wholesale base is determined, which is 950 kg / hari. For more details on the achievement of the productivity of harvest employees can be seen in Table 9 brought this:

Based on Table 9, the harvest system and the premium system established in PT. Nusantara Plantation VI. The Batanghari Business Unit shows that the labor productivity of harvesters who have the status of non-group employees (KNG) at PT. Perkebunan Nusantara VI Batanghari Business Unit has a different level of productivity every day.

**Table 9.** Labor Productivity harvest (November 2021)

Labor Productivity (kg/days)	Number of Employees (Person)	Percentage (%)
822–1.000	6	5,45%
1.001–1.179	7	6,36%
1.180–1.358	60	54,54%
1.359–1.537	29	26,36%
1.538–1.716	4	3,63
1.717–1.865	2	1,81%
1.896–2074	1	0,90%
2.075–2.254	1	0,90%
<b>Total</b>	<b>110</b>	<b>100%</b>

Source: [11] *Diolah 2021*

This condition occurs because the expertise of each harvest employee is different and can also be caused by an uneven topographical state.

Thus it can be concluded that the productivity of the lowest harvest employees is in the range of 822–1,000 kg / working day with a presentation of 5.45%. Meanwhile, the highest labor productivity is in the range of 2,075–2,254 kg/working day or 0.90%.

### Multiple Linear Regression Analysis

This model is used to estimate the factors affecting the labor productivity of the oil palm harvest. This model is used to estimate the factors affecting the labor productivity of the oil palm harvest.

### Estimation of Variable Age of Harvested Labor

Estimation of the labor age variable shows that the variable age of harvested labor (X1) has a significant value of  $0.673 > 0.05$  so that the variable age of harvested labor (X1) does not have a significant influence on the labor productivity of the oil palm harvest.

This research is not in line with the results of research conducted by [12] where the age of the harvested labor has a significant effect on the labor productivity of the oil palm harvest in PT. Lonsum Garden Fifty. The cause of the absence of a significant influence of the variable age of harvested labor on labor productivity in PT. Perkebunan Nusantara VI Batanghari Business Unit because the average age of the existing workforce is at the productive age.

### Estimasi Variabel Premi Bulan Sebelumnya

The estimation results show that the previous month's premium variable (X2) has a significant value of  $0.000 < 0.05$  so that the previous month's premium variable (X2) has a significant influence on the labor productivity of the oil palm harvest.

The results of this study are supported by the results of research conducted by [12] where there is a significant influence between the provision of incentives or premiums for the previous month on the labor productivity of oil palm harvest in PT. Petaling

Mandraguna Unit of Sungai Gelam plantation, Muaro Jambi Regency. The significant effect between the previous month's premium and the productivity of the palm oil harvest workforce at PTPN VI Batanghari Business Unit is because the workers in each afdeling have a premium for the previous month which is quite tinggi so that it motivates morale in the following month.

The Previous Month's Premium itself is a form of additional enthusiasm for the existing harvest workers, based on the fact that in the field it is known that if the greater the premium received by the harvest workers, it will trigger the motivation of the harvested labor to get a good premium in the next month. The increase in premiums is in line with labor productivity because premiums are additional income if they exceed the target.

### **Estimasi Variabel Pendidikan**

The estimated education variable (X3) has a significant value of  $0.533 < 0.05$  so it can be concluded that the education variable (X3) does not have a significant influence on the labor productivity of the oil palm harvest.

The results of this study are not in line with the research conducted by [12] that education has a real effect on labor productivity in universities. Gresindo Minang Plantation West Pasaman. There is no positive and significant influence on educational variables on labor productivity because in general, the workforce such as harvest employees is not very concerned with the level of education, but rather affects the skills of employees.

## **4 Conclusion**

The labor productivity level of palm oil harvesters who have the status of non-group employees (KNG) at PTPN VI Batanghari Business Unit is the highest at 2,254 kg / h from work and the lowest at 822 kg / h from work. The factor that affects the productivity of oil palm harvest workers who have the status of non-group employees (KNG) at PTPN VI Batanghari Business Unit is the previous month's premium variable.

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