

ABSTRAK

Semangat kerja merupakan sikap seorang pegawai dalam melakukan suatu pekerjaan yang menjadi tanggung jawabnya dengan giat dan dari hati sehingga semangat kerja dari seorang pegawai tersebut dapat berdampak terhadap kinerja yang diberikan oleh pegawai untuk organisasi. Penelitian ini bertujuan untuk melihat apakah terdapat pengaruh kompetensi, motivasi intrinsik dan ekstrinsik, kompensasi finansial dan non finansial, serta lingkungan kerja fisik dan non fisik terhadap semangat kerja dan bagaimana dampaknya terhadap kinerja pegawai.

Sampel dalam penelitian ini sebanyak 55 orang dengan metode pengambilan sampel yaitu *simple random sampling*. Metode pengumpulan data dalam penelitian ini menggunakan metode survei dengan alat pengumpulannya yaitu kuesioner tertutup yang disebar langsung kepada para pegawai. Penelitian ini menggunakan teknik analisis data yaitu analisis regresi linear berganda dan analisis regresi linear sederhana.

Hasil pengujian menunjukkan bahwa secara parsial variabel kompetensi, motivasi ekstrinsik, kompensasi finansial, lingkungan kerja fisik dan non fisik berpengaruh positif terhadap semangat kerja pegawai, sementara motivasi intrinsik dan kompensasi non finansial tidak berpengaruh terhadap semangat kerja pegawai, serta semangat kerja berpengaruh positif terhadap kinerja pegawai.

Kata Kunci : Kompetensi, Motivasi Intrinsik, Motivasi Ekstrinsik, Kompensasi Finansial, Kompensasi Non Finansial, Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Semangat Kerja, dan Kinerja.

ABSTRACT

The spirit at work is the attitude of an employee in do some things that are their responsibility with actively and from themselves so the spirit at work from an employee can be affected to performances of an employee that will be given to the organization. This research aims to see if there is influences from competence, motivation intrinsic and extrinsic, financially and non-financially compensation, and also physicaly and non-physicaly work enviroment to the spirit at work and how it affected to performance of an employee.

There are 55 people as samples in this research with the method of sampling is random sampling. The method of collecting data in this research is using survey methods with closed-ended questions that were distributed directly to employees. This research is using multiple linear regression analysis and simple linear regression analysis.

The results showed that a partial variable competence, extrinsic motivation, financially compensation, physical and non-physical work environment are positively influenced to employee's spirit at work, although intrinsic motivation and non-financially compensation are not influenced to employee's spirit at work, and also the spirit at work is positively influenced to employee's performances.

Keywords : *Competence, Intrinsic Motivation, Extrinsic Motivation, Financial Compensation, Non-Financial Compensation, Physical Work Environment, Non-Physical Work Environment, Spirit at Work, and Performance.*