

ABSTRAK

ANALISIS PENGARUH LINGKUNGAN KERJA TERHADAP SEMANGAT KERJA KARYAWAN

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2005

Penelitian ini bertujuan untuk mengetahui apakah lingkungan kerja berpengaruh terhadap semangat kerja karyawan. Lingkungan kerja yang dimaksudkan yaitu lingkungan kerja fisik yang meliputi pewarnaan, kebersihan, penerangan, dan pertukaran udara. Sedangkan lingkungan kerja psikis meliputi hubungan karyawan dengan atasan dan hubungan antar rekan kerja. Penelitian ini dilakukan pada bagian Sumber Daya Manusia dan Pelayanan Karyawan di KUG Kandantel Yogyakarta.

Dalam penelitian ini metode pengumpulan data yang digunakan adalah kuesioner, dokumentasi, dan wawancara. Teknik analisis data yang digunakan adalah Regresi Linier Sederhana dan Regresi Linier Berganda dengan bantuan program komputer SPSS.

Hasil penelitian menunjukkan bahwa: **1)** Lingkungan kerja fisik berpengaruh terhadap semangat kerja karyawan **2)** Lingkungan kerja psikis berpengaruh terhadap semangat kerja karyawan **3)** Lingkungan kerja fisik dan psikis secara simultan berpengaruh terhadap semangat kerja karyawan.

Dengan demikian dapat disimpulkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap semangat kerja karyawan.

ABSTRACT

THE ANALYSIS OF WORKING ENVIRONMENT'S INFLUENCES ON EMPLOYEES' WORKING SPIRIT

A case study at PT Telkom – District of Yogyakarta Jl. Yos Sudarso No.9

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This study was aimed at finding out whether working environment influenced working spirit of the employees. Working environment is physical working environment which includes color, cleanliness, lighting, air circulation. Whereas, psychological working environment includes the relationship between employees and chief executives and among the employees themselves. This study was conducted at Human Resources Division and Employees' Service Division at KUG Kandantel Yogyakarta.

Data collection methods employed in this study were questionnaires, documentation and interviews. Data analysis techniques are Simple Linear Regression and Multiple Linear Regression which were run on SSPS computer program.

The result of the research showed that: **1)** Physical working environment influenced employees working spirit positively and significant **2)** Psychological working environment influenced employees working spirit positively and significant **3)** Both physical and psychological working environment employees working spirit positively and significant.

Therefore, it can be concluded that working environment influenced positive and significant on employees' working spirit.