

ABSTRAK

PENGARUH PROGRAM KESEJAHTERAAN, KOMUNIKASI, DAN LINGKUNGAN KERJA FISIK TERHADAP SEMANGAT KERJA KARYAWAN PADA CV. FARRABEL JATI FURNITURE

WANDA PUSPA LESTARI

NIM. 2014-11-252

Pembimbing I Dr. Mamik Indaryani, MS,

II Iwan Suroso, SE, MM

Penelitian ini bertujuan menganalisis pengaruh program kesejahteraan, komunikasi, dan lingkungan kerja fisik terhadap semangat kerja karyawan pada CV. Farrabel Jati Furniture baik secara parsial maupun secara berganda. Populasi sebanyak 134 karyawan, sampel sebanyak 102 responden. Pengumpulan data menggunakan kuesioner. Uji instrumen data menggunakan uji validitas, uji reliabilitas. Pengolahan data menggunakan *coding, tabulating, scoring, editing*, dan proses input ke komputer. Analisis data yang digunakan adalah regresi berganda, uji hipotesis, koefisien determinasi. Hasil analisis yang dilakukan dapat ditarik kesimpulan bahwa ada pengaruh signifikan antara program kesejahteraan, komunikasi dan lingkungan kerja fisik terhadap semangat kerja karyawan baik secara parsial maupun secara berganda.

Kata kunci : Program kesejahteraan, komunikasi, lingkungan kerja fisik, semangat kerja.

ABSTRACT

THE INFLUENCE OF WELFARE PROGRAMS, COMMUNICATIONS, AND THE PHYSICAL WORK ENVIRONMENT AGAINST THE MORALE OF THE EMPLOYEES IN CV. FARRABEL JATI FURNITURE

WANDA PUSPA LESTARI
NIM. 2014-11-252

Advisor I *Dr. Mamik Indaryani, MS,*
II *Iwan Suroso, SE, MM*

This research aims to analyze the influence of welfare programs, communications, and the physical work environment against the morale of the employees in CV Farrabel teak Furniture either partially or in multiple. Population of 134 employees, the sample as much as 102 respondents. Data collection using the questionnaire. Test the validity of test data using the instrument, test reliability. Processing data using coding, tabulating, scoring, editing, and process the input to the computer. The analysis of the data used is multiple regression, hypothesis test, the coefficient of determination. The results of the analysis undertaken can be drawn the conclusion that there was significant influence between the welfare programs, communication and physical work environment against employee morale either partially or in multiple.

Keywords: Welfare programs, communication, physical working environment, the spirit of the work.