

PENGARUH KOMPENSASI NON FINANSIAL, PENGEMBANGAN  
KARIR, LINGKUNGAN KERJA DAN PELATIHAN KERJA  
TERHADAP SEMANGAT KERJA KARYAWAN  
PADA PT. LAJU PERDANA INDAH PATI

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**ABSTRAKSI**

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi non finansial, pengembangan karir, lingkungan kerja dan pelatihan kerja terhadap semangat kerja pada PT. Laju Perdana Indah Pati. Sampel penelitian sebanyak 186 responden. Pengumpulan data menggunakan kuesioner. Pengolahan data pengeditan, pemberian kode, pemberian score, tabulasi. Uji instrument menggunakan validitas, dan reliabilitas. Metode analisis deskriptif, dan kuantitatif. Uji asumsi klasik menggunakan uji normalitas. Analisis data analisis regresi, uji hipotesis parsial, uji hipotesis berganda, serta koefisien determinasi.

Berdasarkan analisis data dan pembahasan yang telah dilakukan, maka dapat ditarik kesimpulan sebagai berikut: (1) Kompensasi non finansial berpengaruh positif dan signifikan terhadap semangat kerja karyawan (2) Pengembangan karir berpengaruh positif dan signifikan terhadap semangat kerja karyawan (3) Lingkungan Kerja berpengaruh positif dan signifikan terhadap semangat kerja karyawan (4) Pelatihan Kerja berpengaruh positif dan signifikan terhadap semangat kerja karyawan (5) Kompensasi non finansial, Pengembangan karir, lingkungan kerja dan pelatihan kerja berpengaruh secara berganda (bersama-sama) berpengaruh positif dan signifikan terhadap semangat kerja karyawan.

Kata kunci : Kompensasi non finansial, pengembangan karir, lingkungan kerja, dan pelatihan kerja, dan semangat kerja karyawan.

*THE EFFECT OF NON-FINANCIAL COMPENSATION, CAREER  
DEVELOPMENT, WORKING ENVIRONMENT AND JOB TRAINING  
ON EMPLOYEES ' WORKING SPIRIT AT PT. LAJU PRIME INDAH PATI*

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*This research aims to determine the influence of non-financial compensation, career development, working environment and working training on the working spirit of PT. Laju Perdana Indah Pati. Sample research of 186 respondents. Data collection using questionnaires. Processing of editing data, coding, scoring, tabulation. Test instruments using validity, and reliability. Method of descriptive analysis, and quantitative. Test the classic assumption using normality testing. Analysis of regression analysis data, partial hypothesis testing, multiple hypothesis testing, and coefficient of determination. Based on the analysis of data and the discussion that has been done, it can be concluded as follows: (1) Non-financial compensation has a positive and significant effect on the employee's working Spirit (2) The career development has positive and Significant impact on employee morale (3) The work environment is positively and significantly impactful to employee morale (4) Working work training has a positive and significant impact on the employee's working spirit (5) Non-financial compensation, Career development, work environment and training are influential in multiple (together) positive and significant impact on employees ' working spirit.*

*Keywords: Non-financial compensation, career development, work environment, and job training, and employee morale.*