

ABSTRACT

This study analyzed the influence of organizational culture, work discipline, and work environment on employee morale. The respondents in this study were 150 employees of the Padma Resort Legian Hotel. The research question was how organizational culture, work discipline, and work environment simultaneously influence employee morale at the Padma Resort Legian Hotel. The data analysis process utilized SPSS 26 (Statistical Package for the Social Sciences) software. The analysis techniques used were validity and reliability tests, classical assumption tests, partial correlation analysis, multiple correlation analysis, multiple linear regression analysis, determination analysis, T-tests, and F-tests. According to the statistical analysis results, the regression coefficient between organizational culture and employee work motivation was 0.187, with a calculated t-value higher than the table t-value ($4.847 > 1.655$). The regression coefficient value between work discipline and employee work motivation was 0.349, with the calculated t-value higher than the table t-value ($5.327 > 1.655$). The correlation coefficient between work environment and employee work motivation is 0.142, and the calculated t-value is higher than the table t-value ($2.688 > 1.655$). The multiple linear regression equation is $Y = 2.321 + 0.186 (X1) + 0.349 (X2) + 0.142 (X3)$, $R = 0.526$, the calculated F-value is higher than the table F-value ($53.969 > 2.67$), and the determination coefficient is 0.516, or 51.6%. This means that the independent variables have a positive and significant effect on the dependent variable. From these research results, it can be concluded that there is a positive and significant effect between organizational culture, work discipline, and work environment on employee work motivation, both partially and simultaneously.

Keywords: Organizational Culture, Work Discipline, Work Environment, Employee Work Ethic

ABSTRAK

Penelitian ini menganalisis mengenai pengaruh budaya organisasi, disiplin kerja dan lingkungan kerja terhadap semangat kerja karyawan. Responden dalam penelitian ini adalah karyawan Hotel Padma Resort Legian yang berjumlah 150 orang. Dengan rumusan masalah adalah bagaimana budaya organisasi, disiplin kerja dan lingkungan kerja berpengaruh secara simultan terhadap semangat kerja karyawan pada Hotel Padma Resort Legian. Proses analisis data menggunakan bantuan perangkat lunak SPSS 26 (Statistical Package for Social Science). Teknik analisis yang digunakan yaitu uji validitas dan reliabilitas, uji asumsi klasik, analisis korelasi parsial, analisis korelasi berganda, analisis regresi linier berganda, analisis determinasi, uji T dan uji F. Dari hasil analisis statistik diperoleh nilai koefisien regresi antara Budaya Organisasi dan Semangat Kerja Karyawan sebesar 0,187, nilai t-hitung lebih besar dari t-tabel ($4,847 > 1,655$). Nilai koefisien regresi antara disiplin kerja dan semangat kerja karyawan diperoleh sebesar 0,349, nilai t-hitung lebih besar dari t-tabel ($5,327 > 1,655$). Nilai koefisien korelasi antara lingkungan kerja dan semangat kerja karyawan diperoleh sebesar 0,142, dan nilai t-hitung lebih besar dari t-tabel ($2,688 > 1,655$). Persamaan regresi linier berganda adalah $Y = 2,321 + 0,186 (X_1) + 0,349 (X_2) + 0,142 (X_3)$, $R = 0,526$, nilai f-hitung lebih besar dari f-tabel ($53,969 > 2,67$), nilai determinasinya sebesar 0,516 atau 51,6 %. Artinya variabel bebas memiliki pengaruh positif dan signifikan terhadap variabel terikat. Dari hasil penelitian tersebut dapat disimpulkan bahwa ada pengaruh positif dan signifikan antara budaya organisasi, disiplin kerja dan lingkungan kerja terhadap semangat kerja karyawan baik secara parsial maupun simultan.

Kata Kunci: Budaya Organisasi, Disiplin Kerja, Lingkungan Kerja, Semangat Kerja Karyawan