

## **ABSTRACT**

***THE EFFECT OF PHYSICAL WORK ENVIRONMENT,  
WORK STRESS AND MOTIVATION ON WORK SPIRIT OF  
MILLENNIAL GENERATION EMPLOYEES  
(Research on Sales Promotion Girl in the Fashion Section  
at Plaza Asia Tasikmalaya)***

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*The purpose of this research is to determine the magnitude of physical work environment, work stress and motivation on work spirit of millennial generation employees with the research subject is fashion SPG (sales promotion girl) at Plaza Asia Tasikmalaya. The research method used is a survey method with an explanatory type approach, while the sampling technique uses a saturated sample method where all parts of the population are sampled. Data collection techniques used for primary data were carried out through questionnaires and interviews, secondary data was obtained from literature reviews and other relevant parties. The analysis tool uses path analysis. The research results show that: (1) physical work environment does not have significant effect on work spirit. (2) work stress does not have a significant effect on work spirit. (3) motivation has a significant effect on work spirit. and; (4) physical work environment, work stress and motivation simultaneously have a significant effect on employee work spirit.*

***Keyword: physical work environment, work stress, motivation, work spirit.***

## ABSTRAK

### **PENGARUH LINGKUNGAN KERJA FISIK, STRES KERJA DAN MOTIVASI TERHADAP SEMANGAT KERJA KARYAWAN GENERASI MILENIAL**

(Penelitian Terhadap *Sales Promotion Girl* Bagian *Fashion*  
di Plaza Asia Tasikmalaya)

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Tujuan penelitian ini untuk mengetahui besarnya pengaruh lingkungan kerja fisik, stres kerja dan motivasi terhadap semangat kerja karyawan generasi milenial dengan subjek penelitian SPG (*sales promotion girl*) *fashion* di Plaza Asia Tasikmalaya. Metode penelitian yang digunakan adalah metode survei dengan pendekatan tipe deskriptif eksplanatori, sedangkan teknik penarikan sampel menggunakan metode sampel jenuh dimana semua bagian populasi dijadikan sampel. Teknik pengumpulan data yang digunakan untuk data primer dilakukan melalui kuesioner dan wawancara, data sekunder diperoleh dari kajian pustaka dan pihak lain yang relevan. Alat analisis menggunakan analisis jalur (*path analysis*). Hasil penelitian menunjukkan bahwa: (1) lingkungan kerja fisik berpengaruh tidak signifikan terhadap semangat kerja. (2) stres kerja berpengaruh tidak signifikan terhadap semangat kerja. (3) motivasi berpengaruh signifikan terhadap semangat kerja. dan; (4) lingkungan kerja fisik, stres kerja dan motivasi secara simultan berpengaruh signifikan terhadap semangat kerja karyawan.

**Kata kunci: lingkungan kerja fisik, stres kerja, motivasi, semangat kerja.**