

ABSTRACT

**INFLUENCE OF SELECTION, PLACEMENT AND TRAINING
AGAINST SPIRIT OF WORK
(A Study on TEACHERS at SMA Terpadu Riyadlul Ulum Condong
Tasikmalaya)**

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This research is based on the phenomenon of a number of Riyadlul Ulum Integrated High School teachers who teach not in accordance with their educational background but are still enthusiastic and able to carry out the teaching and learning process well. The purpose of this study was to determine and analyze the selection, placement, training and spirit of work and the effect of selection, placement and training on spirit of work at Riyadlul Ulum Integrated High School. The research method used is quantitative using path analysis on 56 teachers of Riyadlul Ulum Integrated High School. Data analysis using SPSS 28 with the results of research known selection, placement, training and spirit of work in the good category. Based on the results of the analysis partially and simultaneously selection, placement and training affect spirit of work at Riyadlul Ulum Integrated High School. Likewise, Spirit of work has a causal relationship with selection, placement and training of teachers at Riyadlul Ulum High School.

Keywords: Selection, Placement, Training, Spirit of work

ABSTRAK

PENGARUH SELEKSI, PENEMPATAN DAN PELATIHAN TERHADAP SEMANGAT KERJA (Suatu Penelitian pada GURU di SMA Terpadu Riyadlul Ulum Condong Tasikmalaya)

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Penelitian ini didasari oleh fenomena sejumlah guru SMA Terpadu Riyadlul Ulum yang mengajar tidak sesuai dengan latar belakang pendidikannya namun tetap semangat dan mampu melakukan proses belajar mengajar dengan baik. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis seleksi, penempatan, pelatihan dan semangat kerja serta pengaruh seleksi, penempatan dan pelatihan terhadap semangat kerja di SMA Terpadu Riyadlul Ulum. Metode penelitian yang digunakan adalah kuantitatif menggunakan analisis path terhadap 56 guru SMA Terpadu Riyadlul Ulum. Analisis data menggunakan SPSS 28 dengan hasil penelitian diketahui seleksi, penempatan, pelatihan dan semangat kerja dalam kategori baik. Berdasarkan hasil analisis secara parsial dan simultan seleksi, penempatan dan pelatihan berpengaruh terhadap semangat kerja di SMA Terpadu Riyadlul Ulum. Begitu juga semangat kerja memiliki hubungan kausal dengan seleksi, penempatan dan pelatihan pada guru di SMA Riyadlul Ulum.

Kata kunci: Seleksi, Penempatan, Pelatihan, Semangat Kerja