

ABSTRACT

***THE INFLUENCE OF CULTURE, ENVIRONMENT AND WORK
MUTATIONS ON THE WORK SPIRIT OF GOVERNMENT EMPLOYEES
(Research on Government Employees in the Food Security, Agriculture and
Fisheries Service of Tasikmalaya City)***

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The purpose of this study was to determine and analyze the influence of work culture, environment and mutations on the morale of the ASN Department of Food Security, Agriculture and Fisheries of the City of Tasikmalaya. The research method used is a survey method, data were obtained directly through a questionnaire to 43 respondents who were taken from the ASN Department of Food Security, Agriculture and Fisheries of the City of Tasikmalaya. The sampling method was saturated sampling and the analysis method used was multiple regression analysis. Based on the research results, it is known that Work cultural variables have a partial effect on ASN Morale, Environmental variables have a partial effect on ASN Morale and Mutations have no partial effect on ASN Morale. Simultaneously, Work Culture, Environment and Mutations have a significant effect on the Spirit of Work of the ASN Department of Food Security, Agriculture and Fisheries of the City of Tasikmalaya.

Keywords: Culture, Environment, Work Mutation, Morale

ABSTRAK

PENGARUH BUDAYA, LINGKUNGAN DAN MUTASI KERJA TERHADAP SEMANGAT KERJA ASN (Suatu Penelitian Terhadap ASN di Dinas Ketahanan Pangan, Pertanian dan Perikanan Kota Tasikmalaya)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis Pengaruh Budaya Kerja, Lingkungan dan Mutasi terhadap Semangat Kerja ASN Dinas Ketahanan Pangan, Pertanian dan Perikanan Kota Tasikmalaya. Metode penelitian yang digunakan adalah metode survey, data diperoleh langsung melalui kuesioner kepada 43 responden yang diambil dari ASN Dinas Ketahanan Pangan, Pertanian dan Perikanan Kota Tasikmalaya. Penarikan sampel menggunakan metode sampling jenuh dan metode analisis yang digunakan adalah analisis regresi berganda. Berdasarkan hasil penelitian diketahui variabel Budaya berpengaruh secara parsial terhadap Semangat Kerja ASN, Variabel Lingkungan berpengaruh secara parsial terhadap Semangat Kerja ASN dan Mutasi tidak berpengaruh secara parsial terhadap Semangat Kerja ASN. Secara simultan Budaya Kerja, Lingkungan dan Mutasi berpengaruh signifikan terhadap Semangat Kerja ASN Dinas Ketahanan Pangan, Pertanian dan Perikanan Kota Tasikmalaya.

Kata Kunci: Budaya, Lingkungan, Mutasi Kerja, Semangat Kerja