

ABSTRACT

***THE EFFECT OF JOB SPESIFICATION, AND JOB LOYALTY ON THE
WORK SPIRIT OF ENGINEERING DEPARTMENT EMPLOYEES
AT PT. DASAR RUKUN***

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The purpose of this study was to determine and analyze the effect of job spesification, and job loyalty on the work spirit of engineering department employees at PT. Dasar Rukun. The research method used is the survey method, the data obtained directly through a questionnaire to 62 respondents taken from the engineering department employees of PT. Dasar Rukun. Sampling using a saturated sample (census) and the analytical method used in this study is analysis multiple regressions.

Based on the results of the study, it is known that job spesification is included in the good classification, job loyalty is included in the very good classification, and the work spirit is included in the very good classification. Simultaneously, job spesification, job loyalty and work spirit have a significant and positive effect on the work spirit employees of engineering department at PT. Dasar Rukun.

Keywords: Job Spesification, Job Loyalty, Work Spirit

ABSTRAK

PENGARUH SPESIFIKASI PEKERJAAN, DAN LOYALITAS KERJA TERHADAP SEMANGAT KERJA KARYAWAN BAGIAN TEKNIK PT. DASAR RUKUN

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis Pengaruh Spesifikasi Pekerjaan dan Loyalitas Kerja terhadap Semangat Kerja Karyawan Bagian Teknik PT. Dasar Rukun. Metode penelitian yang digunakan menggunakan metode Survey, data yang diperoleh langsung melalui kuesioner kepada 62 responden yang diambil dari karyawan bagian teknik PT. Dasar Rukun. Penarikan sampel menggunakan sampel jenuh (sensus) dan metode analisis yang digunakan dalam penelitian ini adalah analisis regresi berganda.

Berdasarkan hasil penelitian diketahui Spesifikasi Pekerjaan termasuk dalam klasifikasi baik. Loyalitas Kerja termasuk dalam klasifikasi sangat baik, dan Semangat Kerja karyawan bagian teknik PT. Dasar Rukun termasuk dalam klasifikasi sangat baik. Secara silmutan Spesifikasi Pekerjaan dan Loyalitas Kerja berpengaruh signifikan dan positif terhadap Semangat Kerja Karyawan Bagian Teknik PT. Dasar Rukun.

Kata Kunci: Spesifikasi Pekerjaan, Loyalitas Kerja, Semangat Kerja