

ABSTRAK

Penelitian ini bertujuan untuk mengetahui besarnya pengaruh lingkungan kerja dan motivasi kerja terhadap semangat kerja pegawai di Dinas Peternakan Provinsi Jawa Timur. Penelitian ini termasuk penelitian asosiatif kausal dengan pendekatan kuantitatif. Populasi dari penelitian ini adalah seluruh pegawai di Dinas Peternakan Provinsi Jawa Timur berjumlah 170 orang. Teknik pengambilan sampel menggunakan *non probability sampling*, melalui *sampling purposiv*, diperoleh sampel sebanyak 70 orang. Data dikumpulkan dengan kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data yang digunakan adalah Teknik analisis Regresi Linear berganda, adapun dalam penelitian ini dilakukan pengujian asumsi klasik yang terdiri dari uji reliabilitas, uji validitas, uji normalitas, uji multikolinearitas, uji heteroskedasitas, uji autokorelasi, uji t (parsial) dan uji F (simultan). Berdasarkan hasil analisis ditemukan bahwa lingkungan berpengaruh positif dan signifikan terhadap semangat dan motivasi kerja berpengaruh positif dan signifikan terhadap semangat kerja. Hasil penelitian mengimplikasikan bahwa lingkungan kerja yang baik dapat meningkatkan semangat kerja dan juga semakin termotivasi pegawai terhadap pekerjaannya maka semangat kerjanya juga tinggi.

Kata kunci : Lingkungan kerja, motivasi kerja dan semangat kerja

ABSTRACT

This study aims to determine the magnitude of the influence of the work environment and work motivation on employee morale at the Animal Husbandry Service of East Java Province. This research includes causal associative research with a quantitative approach. The population of this study were all employees at the Animal Husbandry Service of East Java Province totaling 170 people. The sampling technique used non-probability sampling, through purposive sampling, obtained a sample of 70 people. Data were collected by means of a questionnaire that had been tested for validity and reliability. The data analysis technique used is Multiple Linear Regression analysis technique, while in this study the classical assumption was tested consisting of reliability test, validity test, normality test, multicollinearity test, heteroscedasticity test, autocorrelation test, t test (partial) and F test (simultaneously). Based on the results of the analysis, it was found that the environment had a positive and significant effect on morale and work motivation and had a positive and significant effect on work morale. The results of the study imply that a good work environment can increase morale and also the more motivated employees are to their work, the morale is also high.

