

## ABSTRAK

Penelitian ini bertujuan untuk menganalisa Pengaruh Motivasi, Loyalitas, Komitmen Organisasi terhadap Semangat Kerja pegawai ASN di Dinas Pangan dan Pertanian Kabupaten Sidoarjo. Pendekatan yang dipakai adalah kuantitatif deskriptif serta populasi dalam penelitian ini 135 pegawai dan sampel yang digunakan yakni sebanyak 135 pegawai Dinas Pangan dan Pertanian Kabupaten Sidoarjo. Sesuai hasil statistik diperoleh hasil t-hitung Motivasi 2,082 & signifikansi  $0,039 < 0,05$ . Diperoleh t-hitung Loyalitas 3,167 & signifikansi  $0,002 < 0,05$ . Diperoleh t-hitung Komitmen Organisasi 2,874 & signifikansi  $0,005 < 0,05$ . Didapatkan hasil f-hitung 9,542 & signifikansi  $0,000 < 0,05$ . Artinya secara uji-t & uji-f terbukti terdapat pengaruh Motivasi, Loyalitas, Komitmen Organisasi secara signifikan dan positif terhadap Semangat Kerja pegawai ASN di Dinas Pangan dan Pertanian Kabupaten Sidoarjo.

**Kata kunci :** Motivasi, Loyalitas, Komitmen Organisasi, Semangat Kerja

## **ABSTRACT**

*This research aims to analyze is effect of motivation, loyalty, organizational commitment on the morale of ASN employees at the food and agriculture service of Sidoarjo District. The approach used is descriptive quantitative and the population in this study is 135 employees and the sample used is 135 employees of the food and agriculture office of Sidoarjo District. According to the statistical results, the results of the t-count motivation were 2,082 & the significance was  $0,039 < 0,05$ . Obtained t-coount loyalty 3,167 & significance  $0,002 < 0,05$ . Obtained t-count organizational commitment 2,874 & significance  $0,005 < 0,05$ . The f-count result is 9,542 & the significance is  $0,000 < 0,05$ . This means that by t-test & f-test it is proven that there is a significant and positive influence of Motivation, Loyalty, Organizational Commitment on the Work Spirit of ASN employees at the food and Agriculture Service of Sidoarjo Regency..*

**Keywords** : *Motivation, Loyalty, Organizational Commitment, Work Spirit*