

**PENGARUH INSENTIF FINANSIAL, LEADER MEMBER EXCHANGE, DAN LINGKUNGAN KERJA TERHADAP SEMANGAT KERJA KARYAWAN PADA PT HARAPAN SEJAHTERA KARYA UTAMA**

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**ABSTRACT**

The purpose of this study was to determine the effect of financial incentives, member exchange members, and work environment on work enthusiasm. Financial incentives, member exchange members, and work environment become independent variables, while work spirit becomes the dependent variable. The population used is all employees of PT. Harapan Sejahtera Karya Utama totaling 250 employees, and this study only took a sample of 75 employees at PT. Harapan Sejahtera Karya Utama. The sampling technique used was random sampling. Data collection used a questionnaire and multiple linear regression analysis with the help of SPSS statistics 16. The results of the validity and reliability test showed that all questionnaire questions were valid and reliable because the r count was greater than the rtable value. The results of testing hypotheses show that partially, the variable Financial Incentives (X1) and work environment (X3) have a significant effect on the Work Spirit variable (Y). Simultaneously Financial Incentives (X1), Leader member exchanges (X2), Work environment (X3) have a significant effect on work spirit (Y). Among the variables that influence work morale, the working environment variable (X3) has the most significant influence on the work spirit variable (Y).

**Keywords:** Financial Incentives, Member Exchange Leaders, Work Environment, and Work Spirit

**ABSTRAK**

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh Insentif finansial, Leader member exchange, dan Lingkungan kerja terhadap Semangat kerja. Insentif finansial, Leader member exchange, dan Lingkungan kerja menjadi variabel bebas, sedangkan Semangat kerja menjadi variabel terikat. Populasi yang digunakan adalah seluruh karyawan PT. Harapan Sejahtera Karya Utama yang berjumlah 250 orang karyawan, dan penelitian ini hanya mengambil sampel sebanyak 75 orang karyawan di PT. Harapan Sejahtera Karya Utama. Teknik pengambilan sampel yang digunakan adalah random sampling. Pengumpulan data menggunakan kuesioner dan analisis regresi linier berganda dengan bantuan SPSS statistic 16. Hasil uji validitas dan uji reliabilitas menunjukkan semua item pertanyaan kuesioner dinyatakan valid dan reliabel karena niainya rhitung lebih besar dari nilai rtabel. Hasil pengujian hipotesis menunjukkan bahwa secara parsial, variabel Insentif finansial (X1) dan Lingkungan kerja (X3) berpengaruh signifikan terhadap variabel Semangat kerja (Y). Secara simultan Insentif finansial (X1), Leader member exchange (X2), Lingkungan kerja (X3) berpengaruh signifikan terhadap Semangat kerja (Y). Diantara variabel yang berpengaruh pada Semangat kerja, variabel Lingkungan kerja (X3) memiliki pengaruh paling signifikan terhadap variabel Semangat kerja (Y).

**Kata Kunci :** Insentif Finansial, Leader Member Exchange, Lingkungan Kerja, dan Semangat kerja