

ABSTRACT

WINDIARA (2022), The Influence of Work Spirit and Work Discipline on Employees' Work Productivity at PT. Multi Media Selular Baturaja. Under the guidance of **Rosmala Dewi, S.E., M.Si and Dyah Ayu Putriani, S.Pd., M.Si.** This thesis discussed the Influence of Work Spirit and Work Discipline on Employees' Work Productivity at PT. Multi Media Selular Baturaja. The population in this study were 44 employees of PT. Baturaja Mobile Multi Media. The data analysis method used was quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explain that the t-count of each variable of Work Morale (X_1) was 2.024 and Work Discipline (X_2) was 5.656, which was greater than the t-table value of 2.01973 which stated that all variables had a significant influence on Employees' Work Productivity at PT. Multi Media Selular Baturaja. Simultaneously, it was found that there was an influence of work spirit and work discipline on the work productivity of PT. Multi Media Selular Baturaja. The calculated F value of 40.975 was greater than the F table of 3.23 which stated that together Work Spirit and Work Discipline had a significant influence on Employees' Work Productivity at PT. Multi Media Selular Baturaja. The value of the coefficient of determination (R^2) of 0.667 means that in this case the contribution of the influence of Work Spirit and Work Discipline on Employees' Work Productivity was 66.7% while the remaining 33.3% was influenced by other variables outside the variables included in this research model, namely supervision, calmness, and perseverance in work (Busro, 2020:356).

Keywords: Work Spirit, Work Discipline, Work Productivity

ABSTRAK

WINDIARA (2022), Pengaruh Semangat Kerja dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan pada PT. Multi Media Selular Baturaja. Dibawah bimbingan **Rosmala Dewi, S.E., M.Si dan Dyah Ayu Putriani, S.Pd., M.Si**. Skripsi ini membahas tentang Pengaruh Semangat Kerja dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan pada PT. Multi Media Selular Baturaja. Populasi dalam penelitian ini adalah 44 orang karyawan PT. Multi Media Selular Baturaja. Metode analisis data yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Semangat Kerja (X_1) sebesar 2,024 dan Disiplin Kerja (X_2) sebesar 5,656 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,01973 menyatakan seluruh variabel berpengaruh signifikan terhadap Produktivitas Kerja Karyawan PT. Multi Media Selular Baturaja. Secara simultan didapatkan ada pengaruh semangat kerja dan disiplin kerja terhadap produktivitas kerja karyawan PT. Multi Media Selular Baturaja. Nilai F hitung sebesar 40,975 lebih besar dari F tabel sebesar 3,23 menyatakan bahwa secara bersama-sama Semangat Kerja dan Disiplin Kerja berpengaruh signifikan Terhadap Produktivitas Kerja Karyawan pada PT. Multi Media Selular Baturaja. Nilai koefisien determinasi (R^2) sebesar 0,667 artinya dalam hal ini sumbangan pengaruh Semangat Kerja dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan sebesar 66,7% sedangkan sisanya 33,3% dipengaruhi oleh variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini, yaitu pengawasan, ketenangan, dan ketekunan dalam bekerja (Busro, 2020:356).

Kata Kunci : Semangat Kerja, Disiplin Kerja, Produktivitas Kerja