

**PENGARUH MOTIVASI KERJA, KONFLIK KERJA DAN STRES KERJA
TERHADAP SEMANGAT KERJA KARYAWAN MARKETING PT.HAYATI
PRATAMA MANDIRI PADANG**

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Abstrak

Penelitian ini bertujuan mengetahui pengaruh motivasi kerja, konflik kerja, dan stres kerja terhadap semangat kerja karyawan PT. Hayati Padang. Penelitian ini dilakukan di PT.Hayati Pratama Mandiri. Populasi dalam penelitian ini sebanyak 51 orang. Metode pengambilan sampel ini adalah metode sensus. Jenis data yang digunakan adalah data primer melalui penyebaran kuesioner. Metode analisa data yang digunakan adalah analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh positif terhadap semangat kerja. Selanjutnya, konflik kerja tidak berpengaruh terhadap semangat dan stres kerja tidak berpengaruh terhadap semangat kerja.

Kata Kunci: Semangat Kerja, Motivasi Kerja, Konflik Kerja, Stres Kerja.

***THE EFFECTS OF WORK MOTIVATION, WORK CONFLICT,
AND WORK STRESS ON SPIRIT AT WORK IN PT.HAYATI PRATAMA
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Abstract

This study aims to determine the effect of work motivation, work conflict, and work stress on spirit at work. This research was conducted at PT. Hayati Pratama Mandiri. The population in this study were 51 people. The sampling technique used census method. The type of data used is primary data through questionnaires. The data analysis method used multiple linear regression analysis. The result showed that work motivation has a positive effect on spirit at work, work conflict has no effect at spirit at work, and work stress has no effect on spirit at work.

Keywords: spirit at work, work motivation, work conflict, and work stress.