

**PENGARUH LINGKUNGAN KERJA, GAYA KEPEMIMPINAN DAN  
BUDAYA ORGANISASI TERHADAP SEMANGAT KERJA KARYAWAN  
PEMERINTAH NAGARI KUDO-KUDO INDERAPURA**

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**ABSTRAK**

Penelitian ini memiliki tujuan mengetahui pengaruh secara empiris pengaruh lingkungan kerja, gaya kepemimpinan dan budaya organisasi terhadap semangat kerja karyawan nagari Kudo-kudo Inderapura. penelitian ini adalah penelitian kuantitatif dan penelitian menggunakan data primer yang diperoleh melalui kuesioner. Populasi penelitian ini adalah seluruh karyawan dan kader nagari Kudo-kudo Inderapura. Teknik pengambilan sampel adalah total sampling sebanyak 36 sampel. Data dianalisis dengan menggunakan analisis regresi linear berganda yang diolah menggunakan bantuan software SPSS. Hasil penelitian menunjukkan bahwa lingkungan kerja tidak berpengaruh terhadap semangat kerja, gaya kepemimpinan berpengaruh positif terhadap semangat kerja, budaya organisasi tidak berpengaruh terhadap semangat kerja.

**Katakunci:** Lingkungan Kerja, Gaya Kepemimpinan, Budaya Organisasi, Semangat Kerja

**THE INFLUENCE OF WORK ENVIRONMENT, LEADERSHIP STYLE,  
AND ORGANIZATIONAL CULTURE ON SPIRIT WORK AT THE  
NAGARI GOVERNMENT OF KUDO-KUDO INDERAPURA**

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**ABSTRACT**

This study aims to determine empirically the influence of the work environment, leadership style and organizational culture on the morale of Nagari Kudo-Kudo Inderapura employees. This research is a quantitative research and research using primary data obtained through questionnaires. The population of this study were all employees and cadres of Nagari Kudo-kudo Inderapura. The sampling technique is a total sampling of 36 samples. Data were analyzed using multiple linear regression analysis which was processed using the SPSS software. The results showed that the work environment had no effect on morale, leadership style had a positive effect on morale, organizational culture had no effect on morale.

**Keywords:** Work Environment, Leadership Style, Organizational Culture, Work Spirit