

PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN LINGKUNGAN KERJA TERHADAP SEMANGAT KERJA KARYAWAN PT. PLN (PERSERO) UP3 PADANG.

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Kepemimpinan Transformasional dan Lingkungan Kerja terhadap Semangat Kerja karyawan PT PLN UP3 Kota Padang. Penelitian ini termasuk jenis penelitian kuantitatif, populasi dalam penelitian ini adalah karyawan PT PLN UP3 Padang. Jumlah sampel dalam penelitian ini adalah sebanyak 42 sampel dengan teknik *purposive sampling*. Hasil penelitian ini menunjukkan bahwa hipotesis 1 Kepemimpinan Transformasional berpengaruh positif terhadap Semangat Kerja Karyawan. Hipotesis 2 Lingkungan Kerja berpengaruh negatif terhadap Semangat kerja Karyawan. Nilai koefisien regresi pada Kepemimpinan Transformasional sebesar 0,410 bertanda positif, nilai t statistic 2,587 dan nilai signifikan 0,014, keputusan hipotesis diterima. Nilai koefisien regresi pada Lingkungan Kerja sebesar -0,031 bertanda negatif, nilai t statistik -0,189 dan nilai signifikan 0,851 keputusan ditolak.

Kata Kunci : *Kepemimpinan Transformasional, Lingkungan kerja, Semangat Kerja*

THE INFLUENCE OF TRANSFORMATIONAL LEADERSHIP AND WORK ENVIRONMENT ON THE WORK SPIRIT OF PT. PLN (PERSERO) UP3 PADANG.

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ABSTRACT

This research aims to determine the influence of Transformation leadership and work environment on the spirit of work of employees of PT PLN UP3 Padang City. This research is referred to the type of quantitative research, the population in this study is an employee of PT PLN UP3 Padang. The number of samples in this study was as many as 42 samples with *purposive sampling techniques*. The results of this study showed that the hypothesis 1 Transformational Leadership positively affects the Spirit of Employee Work. Hypothesis 2 The Work Environment negatively affects the Employee's work spirit. The regression coefficient value in Transformational Leadership was 0.410 marked positive, the t statistic value was 2,587 and the significant value was 0.014, hypothetical decisions were accepted. The regression coefficient value in the Work Environment of -0.031 is negatively marked, the statistical t value is -0.189 and the significant value of 0.851 decisions is rejected.

Keyword : *Transformational Leadership, Work Environment, Work Spirit*