

ABSTRACT

The Problem formulation in this research is how the influence of motivation, welfare and the spirit of WORK on the performance of the employee PT. Agrotech Pesticide Industry Medan, and the purpose of this research is To know and analyze The influence of motivation, welfare and the work spirit to the performance of employees at PT. Agrotech Pesticide Industry Medan. This research is a quantitative descriptive study. Data collection techniques are conducted through interviews, questionnaire questions and documentation studies. The samples in this study were as many as 45 employees. Variables are measured at Likert scale. Hypothesis testing using multiple linear regression analyses through F-test and T-Test. The Results of the test in Unison showed that motivation, prosperity and the spirit of work positively and significantly affect the performance variables of employees PT. Agrotech Pesticide Industry Medan with a coefficient value of determination of 0.637 or 63.7%. Partially, the motivation has a positive and significant impact on the employee's performance of PT. Agrotech Pesticide Industry Medan with a regression coefficient value of 0.432 or 43.2%. Prosperity has a positive and significant effect on the performance of employees of PT. Agrotech Pesticide Industry Medan with a regression coefficient value of 0.347 or 34.7%. The Spirit of work positively and significantly influence the employee performance of PT. Agrotech Pesticide Industry Medan with a regression coefficient value of 0.305 or 30.5%. The highest value of a regression coefficient is a motivation of 0.432 or 43.2%

Keywords: *Motivation, welfare, spirit of work, performance*

ABSTRAK

Rumusan masalah pada penelitian ini adalah bagaimana pengaruh motivasi, kesejahteraan dan Semangat kerja terhadap kinerja pegawai PT. Agrotech Pesticide Industry Medan, dan tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh motivasi, kesejahteraan dan semangat kerja terhadap kinerja pegawai di PT. Agrotech Pesticide Industry Medan. Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (questionnaire) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 45 orang pegawai. Variabel diukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji t. Hasil uji secara serempak menunjukkan bahwa motivasi, kesejahteraan dan semangat kerja berpengaruh positif dan signifikan terhadap variabel kinerja pegawai PT. Agrotech Pesticide Industry Medan nilai koefisien determinasi sebesar 0,637 atau 63,7%. Secara parsial, motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Agrotech Pesticide Industry Medan dengan nilai koefisien regresi sebesar 0,432 atau 43,2%. Kesejahteraan berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Agrotech Pesticide Industry Medan dengan nilai koefisien regresi sebesar 0,347 atau 34,7%. Semangat kerja berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Agrotech Pesticide Industry Medan dengan nilai koefisien regresi sebesar 0,305 atau 30,5%. Nilai koefisien regresi yang paling tinggi adalah motivasi sebesar 0,432 atau 43,2%

Kata kunci: *motivasi, kesejahteraan, semangat kerja, kinerja*