

## ABSTRAK

Febrima Saputra, 18101155310015, Jurusan Si-Manajemen, Tahun 2021, Pengaruh Konflik Kerja Dan Keselamatan Kerja Pegawai Terhadap Semangat Kerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus Kantor Bkd Kabupaten Dharmasraya). Dibawah Bimbingan I Bapak Ronni Andri Wijaya, SE. MM. Dan Pembimbing II Bapak Robby Dharma, SE,MM. Penelitian Ini Bertujuan Untuk Mengetahui Seberapa Besar Pembahasan Pengaruh Konflik Kerja Dan Keselamatan Kerja Pegawai Terhadap Semangat Kerja Pegawai Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus Kantor Bkd Kabupaten Dharmasraya). Metode Pengumpulan Data Melalui Dan Studi Kepustakaan. Metode Analisis yang Digunakan Adalah Analisis Regresi berganda. Hasil penelitian Yang Didapatkan Berdasarkan Uji Parsial ( Uji T ) Diperoleh : Terdapat Pengaruh Konflik Kerja Terhadap Kepuasan Kerja Kantor Bkd Kabupaten Dharmasraya, Terdapat Pengaruh Keselamatan Kerja Terhadap Kepuasan Kerja Kantor Bkd Kabupaten Dharmasraya. Tidak Terdapat Pengaruh Konflik Kerja Terhadap Semangat Kerja Kantor Bkd Kabupaten Dharmasraya. Terdapat Pengaruh Keselamatan Kerja Terhadap Semangat Kerja Kantor Bkd Kabupaten Dharmasraya. Terdapat Pengaruh Konflik Kerja Terhadap Semangat Kerja Dengan Kepuasan Kerja Sebagai Variabel Intervening Kantor Bkd Kabupaten Dharmasraya. Tidak Terdapat Pengaruh Keselamatan Kerja Terhadap Semangat Kerja Dengan Kepuasan Kerja Sebagai Variabel Intervening Kantor Bkd Kabupaten Dharmasraya. Akhirnya Penulis Menyarankan Kepada Kantor Bkd Kabupaten Dharmasraya Dapat Memaksimalkan Semangat Kerja Melalui Faktor-Faktor Yang Mempengaruhinya.

**Kata Kunci : Konflik Kerja, Keselamatan Kerja, Semangat Kerja Pegawai ,Kepuasan Kerja**

## **ABSTRACT**

*Febrima Saputra, 18101155310015, Department of Si-Management, 2021, The Effect of Work Conflict and Employee Work Safety on Employee Work Morale with Job Satisfaction as an Intervening Variable (Case Study of the Dharmasraya Regency Bkd Office). Under the Guidance I Mr. Ronni Andri Wijaya, SE. MM. And Supervisor II Mr. Robby Dharma, SE,MM. This study aims to determine how big the discussion is about the influence of work conflict and employee safety on employee morale and job satisfaction as an intervening variable (a case study of the Dharmasraya District Bkd Office). Data Collection Method Through and Literature Study. The analytical method used is multiple regression analysis. The research results obtained based on the partial test (T test) are obtained: There is an effect of work conflict on job satisfaction in the Bkd office, Dharmasraya regency, there is an effect of work safety on job satisfaction in the Bkd office, Dharmasraya regency . There is no effect of work conflict on the morale of the Dharmasraya Regency Bkd Office. There is an Influence of Work Safety on the Work Enthusiasm of the Dharmasraya Regency Bkd Office. There is an Influence of Work Conflict on Work Morale with Job Satisfaction as an Intervening Variable in the Dharmasraya District Office. There is no effect of work safety on work morale with job satisfaction as an intervening variable in the Dharmasraya Regency Bkd Office. Finally, the author suggests that the BKD Office of Dharmasraya Regency can maximize morale through the factors that influence it*

**Keywords: Work Conflict, Work Safety, Employee Morale, Job Satisfaction**