

Kontribusi ketiga variabel bebas dalam penelitian ini terhadap kinerja karyawan adalah sebesar koefisien determinasi Adjusted R Square 78,0% sedangkan sisanya 22,0% dari variabel lain yang tidak diteliti. Secara parsial terbukti *Workplace Spirituality* memiliki pengaruh yang paling dominan.

Hasil penelitian menunjukkan persamaan regresi  $Y = 21,220 + 0,196 X_1 + 0,635 X_2 + 0,181 X_3$  Hasil uji hipotesis secara parsial diperoleh bahwa variabel Human Relation, Workplace Spirituality, dan Etos Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji hipotesis secara simultan juga diperoleh nilai  $F_{hitung} > F_{tabel}$  ( $35,343 > 2,97$ ) dengan signifikansi  $0,000 < 0,05$  (alpha), maka  $H_4$  diterima. Hal ini berarti bahwa variabel human relation, Workplace Sprituality dan etos kerja secara bersama-sama berpengaruh signifikan terhadap kinerja Karyawan UKM Keripik Sanjai di Kota Padang.

Disarankan untuk peneliti selanjutnya, diharapkan dapat melakukan penelitian lebih lanjut dengan menambah variabel penelitian lebih banyak diluar variabel yang telah digunakan dalam penelitian ini seperti variabel lingkungan kerja, kompensasi, kompetensi, stres kerja dan lain sebagainya.

**Kata Kunci:** *Human Relation, Workplace Spirituality, Etos Kerja, dan Kinerja Karyawan*

**ABSTRACT**

*The contribution of the three independent variables in this study to employee performance is the coefficient of determination Adjusted R Square 78.0% while the remaining 22.0% from other variables not examined. Partially it is proven that Workplace Spirituality has the most dominant influence.*

*The results showed the regression equation  $Y = 21,220 + 0.196 X_1 + 0.635 X_2 + 0.181 X_3$  The results of partial hypothesis testing were obtained that the variables Human Relations, Workplace Spirituality, and Work Ethic had a positive and significant effect on employee performance. The results of simultaneous hypothesis testing also obtained the value of  $F_{count} > F_{table}$  ( $35.343 > 2.97$ ) with a significance of  $0.000 < 0.05$  (alpha), then  $H_4$  was accepted. This means that the variables of human relations, Workplace Spirituality and work ethic together have a significant effect on the performance of Keripik Sanjai UKM employees in Padang City.*

*It is recommended for further researchers, it is hoped that they can conduct further research by adding more research variables beyond the variables that have been used in this study such as work environment variables, compensation, competence, work stress and so on.*

***Keywords: Human Relations, Workplace Spirituality, Work Ethic, and Employee Performance***