

## ABSTRAK

Melsa, No.BP 17101155310080, Manajemen Fakultas ekonomi dan Bisnis (2021), Pengaruh Lingkungan Kerja, Budaya Organisasi, Dan Semangat Kerja Terhadap Efektivitas Kerja Pegawai Pada Kantor Dinas Perumahan Rakyat Dan Kawasan Pemukiman Kota Dumai, dibawah bimbingan Bapak Dr. H. Elfiswandi, S.E., M.M., Ak, CA dan Bapak Bayu Pratama Azka, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh lingkungan kerja, budaya organisasi, dan semangat kerja terhadap efektivitas kerja pegawai Metode pengumpulan data melalui survey dan kuisioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Linear Berganda, Koefisien Determinasi, Untuk uji Hipotesis digunakan Uji f dan Uji t dan path analysis. Sample perusahaan ini berjumlah 52 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh: (a) Lingkungan Kerja secara parsial berpengaruh positif dan signifikan terhadap Efektivitas Kerja Pegawai. (b) Budaya Organisasi secara parsial berpengaruh signifikan terhadap Efektivitas Kerja Pegawai. (c) Semangat Kerja secara parsial berpengaruh signifikan terhadap Efektivitas Kerja Pegawai. (d) Lingkungan Kerja, Budaya Organisasi dan Semangat Kerja secara simultan berpengaruh positif dan signifikan terhadap Efektivitas Kerja Pegawai.

**Kata Kunci: Lingkungan Kerja, Budaya Organisasi, Semangat Kerja Dan Efektivitas Kerja Pegawai.**

## **ABSTRACT**

*Melsa, No. BP 17101155310080, Management Faculty of Economics and Business (2021), The Influence of the Work Environment, Organizational Culture, and Work Spirit on the Effectiveness of Employees at the Office of the Public Housing and Residential Area of Dumai City, under the guidance of Dr. H. Elfiswandi, S.E., M.M., Ak, CA and Mr. Bayu Pratama Azka, S.E., M.M.*

*This study aims to determine how much influence the work environment, organizational culture, and work spirit have on the effectiveness of employees' work. Methods of collecting data through surveys and questionnaires. The analytical method used is validity and reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, coefficient of determination, for hypothesis testing, f test and t test and path analysis are used. The sample of this company amounted to 52 respondents.*

*Based on the research obtained based on the partial test (t test) obtained: (a) The work environment partially has a positive and significant effect on Employee Work Effectiveness. (b) Organizational Culture partially has a significant effect on Employee Work Effectiveness. (c) Work morale partially has a significant effect on Employee Work Effectiveness. (d) Work Environment, Organizational Culture and Work Spirit simultaneously have a positive and significant effect on Employee Work Effectiveness.*

**Keywords:** *Work Environment, Organizational Culture, Work Spirit and Employee Effectiveness.*