

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh iklim organisasi,budaya organisasi dan lingkungan kerja terhadap semangat kerja guru SMA Muhammadiyah 3 Jember. Penelitian ini dilakukan pada SMA Muhammadiyah 3 Jember). Penelitian ini menggunakan metode survei dengan menggunakan data primer yang diperoleh dari kuisioner. Sampel pada penelitian ini adalah seluruh guru SMA Muhammadiyah 3 Jember yang berjumlah 60 orang guru. Pengujian instrumen data menggunakan pendekatan uji validitas dan reabilitas, analisis regresi linear berganda, uji asumsi klasik (uji multikolinearitas, uji heteroskedastisitas, dan uji normalitas, dan hipotesis (uji t, uji F dan koefisien determinasi). Data diolah menggunakan IBM SPSS 20. Hasil penelitian menunjukkan bahwa iklim organisasi tidak berpengaruh positif signifikan terhadap semangat kerja guru, budaya organisasi dan lingkungan kerja berpengaruh positif signifikan terhadap semangat kerja guru SMA muhammadiyah 3 Jember.

Kata Kunci : Iklim organisasi, Budaya organisasi dan Lingkungan kerja terhadap Semangat kerja guru.

ABSTRACT

The aim of this research is to know about the effect of the organizational climate, organizational culture and a job environment to the teachers' work enthusiasm. The writer was doing this research at SMA Muhammadiyah 3 Jember. The method of this research is using a survey method with the primary data that obtained from the questionnaire. The sample is all of the teachers of SMA Muhammadiyah 3 Jember with the total of 60 teachers. By using validity and reliability testing approach, multiple linear regreson analysis, classic assumption test (a test for multicollinearity, heterosdastisitation test, normality test and hypothesis (t -test, F -test and the coefficient of determination)), the writer doing an instrument data test. The data was processed by using IBM SPSS 20. In conclusion, the results shows that the organization climate is not effect significantly positive to the techers work enthusiasm, but organizational culture and the job environment are effect significantly positive to the teachers' work enthusiasm at SMA Muhammadiyah 3 Jember.

Keywords: Organization climate, Organization culture and The job environment to the teachers' work enthusiasm.