

ABSTRACT

This study aims to determine the effect of Leader Member Exchange, Extrinsic Motivation and Overtime to Spirit Work in the Division of Technical Engineering PT. Garuda Metalindo, Jakarta. Type of quantitative research with population of all employees Division of Technical Engineering PT. Garuda Metalindo. Non Probability sampling technique with saturated sampling, so that found 58 people sample, with technique of Multiple Linear Regression analysis. The results showed Leader Member Exchange, Extrinsic Motivation and Overtime simultaneously significantly influence the Spirit of Work. Partially Leader Member Exchange positively influence the Spirit of Work, Extrinsic Motivation positively affect the Spirit of Work and Overtime positively affect the Spirit Work. Leader Member Exchange is a variable that has the greatest influence on Spirituality and Extrinsic Motivation is Variabel that has the lowest influence on Spirit Work. Suggestions from authors need to change work patterns, review work scope and review Employee Incentives.

Keyword : LMX, Motivation, Overtime, Work Spirit



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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Leader Member Exchange*, Motivasi Ekstrinsik dan *Overtime* terhadap Semangat Kerja di Divisi Technical Engineering PT. Garuda Metalindo, Jakarta. Jenis penelitian kuantitatif dengan populasi seluruh karyawan Divisi Technical Engineering PT. Garuda Metalindo. Teknik pengambilan sampel Non Probability dengan sampling jenuh, sehingga ditemukan sampel 58 orang, dengan teknik analisa Regresi Linier Berganda. Hasil penelitian menunjukkan *Leader Member Exchange*, Motivasi Ekstrinsik dan *Overtime* secara bersama-sama / simultan berpengaruh secara signifikan terhadap Semangat Kerja. Secara parsial *Leader Member Exchange* berpengaruh positif terhadap Semangat Kerja, Motivasi Ekstrinsik berpengaruh positif terhadap Semangat Kerja dan *Overtime* berpengaruh positif terhadap Semangat Kerja. *Leader Member Exchange* merupakan Variabel yang mempunyai pengaruh paling besar terhadap Semangat Kerja dan Motivasi Ekstrinsik merupakan Variabel yang paling rendah pengaruhnya terhadap Semangat Kerja. Saran dari penulis perlu merubah pola kerja, *review scope* kerja dan *review* Insentif karyawan.

Kata kunci : LMX, Motivasi, *Overtime*, Semangat Kerja

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