

ABSTRAK

Muhardi. Hubungan *Human Relations* dan Iklim Organisasi terhadap Semangat Kerja Pegawai Universitas Muhammadiyah Sumatera Utara.

Penelitian ini bertujuan untuk : (1) mengetahui apakah ada hubungan antara Human Relations dengan Semangat Kerja Pegawai Universitas Muhammadiyah Sumatera Utara, (2) mengetahui apakah ada hubungan antara Iklim Organisasi dengan Semangat Kerja Pegawai Universitas Muhammadiyah Sumatera Utara, (3) mengetahui apakah ada hubungan antara Human Relations dan Iklim Organisasi secara bersama-sama terhadap Semangat Kerja Pegawai Universitas Muhammadiyah Sumatera Utara. Hipotesis dalam penelitian ini adalah : (1) terdapat hubungan yang signifikan antar human relation dengan semangat kerja pegawai dilingkungan Pegawai Universitas Muhammadiyah Sumatera Utara, (2) terdapat hubungan yang signifikan antara iklim organisasi dengan semangat kerja pegawai Universitas Muhammadiyah Sumatera Utara, dan (3) terdapat hubungan yang signifikan antara human relations dan iklim organisasi secara bersama dengan semangat kerja pegawai Universitas Muhammadiyah Sumatera Utara. Populasi penelitian adalah seluruh pegawai di setiap unit kerja yang jumlahnya 272 orang. Berdasarkan ciri-ciri populasi di atas, maka berikut ditetapkan sampel berdasarkan rumus Cochran ditetapkan sebanyak 63 orang. Instrumen penelitian menggunakan angket/kuesioner

Berdasarkan data penelitian, hasil perhitungan dan analisis dapat disimpulkan sebagai berikut : (1) terdapat hubungan yang positif dan signifikan antara variabel Human Relations dengan Semangat Kerja Pegawai sebesar 35,5% , (2) terdapat hubungan yang positif dan signifikan antara variabel Iklim Organisasi terhadap Semangat Kerja Pegawai sebesar 40,2%, dan (3) secara bersama-sama terdapat hubungan yang positif dan signifikan antara variabel Human Relations dan Iklim Organisasi terhadap Semangat Kerja Pegawai sebesar 50,7% dan sisanya sebesar 49,3% diperkirakan berasal dari variabel-variabel lain yang tidak termasuk dalam model kajian dalam penelitian ini .

Hasil penelitian ini dapat bermanfaat bagi pimpinan dan pegawai UMSU dalam meningkatkan semangat kerja, serta peneliti lainnya untuk memperdalam informasi tentang penelitian lain yang relevan

ABSTRACT

Muhardi. *The Correlation Human Relations and the Organizational Climate With The Morale of The Employee of The Muhammadiyah University of North Sumatera.*

Thus research is aimed at finding out: (1) The correlation between Human relations with the morale of the employee of Muhammadiyah University of North Sumatera. (2) The correlation between the organizational climate with the morale of the employee of Muhammadiyah University of North Sumatera. (3) The correlation of both the human relations and the organizational climate to the morale of the employee of Muhammadiyah University of North Sumatera. The hypothesis are: (1) There is a significant correlation between the Human relations with the morale of the employee of Muhammadiyah University of North Sumatera. (2) There is a significant correlation between the organizational climate with the morale of the employee of Muhammadiyah University of North Sumatera. (3) There is a significant correlation between both the human relations and the organizational climate to the morale of the employee of Muhammadiyah University of North Sumatera. The research population is the employees in every work section which amounts to 272 employees. Based on the population characteristics above, then it has been set based on the Cochran pattern has been amounted to 63 persons. The research instrument is using questionnaire

Based on the research data, the calculation results and the analysis can be concluded as follows: (1) there is a positive and significant correlation between the human relations variable with the morale of the employee as much as 33,5% , (2) there is a positive and significant correlation between the variable organizational condition with the morale of the employee as much as 40,2%, and (3) jointly there is a positive and significant correlation between the variables Human relations and Organization climate to the morale of the employee as much as 50,7% and the rest is 49,3% which has been estimated from another variables that is not included in the study model in this research

These result of study can be usefull for the management and staff in improving morale UMSU and the other researchers to deepen information about the other relevant studies