

The Influence Of Leadership, Work Environment On Work Spirit Of State Civil Apparatus In Sijunjung District

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ARTICLE INFO

Article history

Received 12 May 2023

Revised 19 July 2023

Accepted 23 Sep 2023

Keywords

Leadership;
Work Environment,
Work Spirit,
Employees

ABSTRACT

The botheration that occurs in government offices such as the Regional Planning and Development Agency, the Community Empowerment Service, and the Sijunjung Regency Kesbangpol is the abridgement of agent activity to assignment in accordance with the eyes and mission of Sijunjung Regency. In addition, the abridgement of acceptable administration from the administration makes the assignment ambiance bad for Sijunjung Regency employees. The purpose of this abstraction was to assay the aftereffect of the assignment ambiance on agent assurance in Sijunjung Regency, West Sumatra Province. This abstraction uses a quantitative approach. The abstraction citizenry consisted of 3,504 Accompaniment Civilian Apparatuses in Sijunjung Regency. The sample in this abstraction was bent through a stratified sampling address consisting of 104 respondents. Abstracts was calm through a check with a Likert Calibration altitude and analyzed application a simple Beeline Corruption Technique. The after-effects of this abstraction announce that there is a cogent access of the assignment ambiance on agent assurance in Sijunjung Regency.

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1. Introduction

Assignment spirit is a airy action or behavior of alone workers and groups that accomplish amusement in workers to assignment agilely and appropriately in accomplishing goals and rules of absorbed that accept been set by agencies. According to [4] suggests that assignment spirit is as a person's admiration and artlessness to do a acceptable job and be acclimatized to accomplish best results. According to [11] assignment spirit is "reflecting the action of advisers in their assignment environment, if the assurance is good, the alignment will benefit, such as low levels of absenteeism, baby about-face of advisers and added activity productivity". In addition, according to [2] suggests that assignment spirit is the admiration and artlessness of a actuality to do his job able-bodied and be acclimatized to accomplish best productivity. Assignment activity will activate a actuality to assignment and be artistic at work. Assignment spirit is an alone attitude to do assignment diligently, assignment together, be disciplined, be amenable so that assignment can be agitated out faster and better, it can be said that assurance is carefully accompanying to the atmosphere or affairs in which the attitudes and animosity of a actuality or accumulation of bodies who feels apprenticed to do his job.

Work spirit according to [4] is "a person's admiration and artlessness to do his job able-bodied and be acclimatized to accomplish best assignment performance". If advisers are amorous about work, they are said to accept aerial morale. Conversely, if the workforce is not agog or apathetic at work, it is said that the agent anxious has a low moral degree. Low assurance can advance to strikes, common absences, pretending, and assorted added actions. So if you are able to access agent

assignment spirit, the alignment will get abounding benefits, assignment will be completed added quickly, accident will be reduced, absence and apathy ante will be reduced, the achievability of agent about-face will be bargain and so on. Indicators of assignment spirit according to Lateriner cited by (Tohardi, 2012), states that indicators of assurance can be abstinent in several ways, including: (1) workers' pride in their assignment and accomplishment in accomplishing acceptable work, (2) attitude appear leaders in applying authoritative rules, (3) the adeptness to get forth with co-workers, and (4) acquaintance of their responsibilities appear their workers. Furthermore (Tohardi, 2012) says that there are 5 absolute accomplishments by the administration to get assignment enthusiasm, namely: (1) cogent anniversary artisan how he or she is doing, (2) about the changes that will affect them, (3) accomplish the best use of anniversary person's abilities. According to the adjustment of agreement workers and implementing rules in a fair manner, (4) demography affliction not to let the administration get absorbed in application adeptness arbitrarily, and (5) factors that can affect the motivation/enthusiasm of an agent to assignment abide of alone factors and authoritative factors. The factors acceptance to the alone factors are the needs, goals, attitudes and abilities of the employee. While factors acceptance to authoritative factors are acquittal or salary, aegis at work, peer-to-peer relations, supervision, acclaim and the assignment itself. According to (Alex S. Nitisemito, 2015), the best adapted way to access assignment spirit is as follows: (1) assignment productivity, (2) appearance levels, and (3) astriction at work. Based on the several indicators that accept been discussed, the advisers took the indicators that will be acclimated as references in the abstraction as follows; (1) assignment productivity, (2) appearance rate, (3) astriction at work. Because it is apparent as in accordance with the problems that abide in Sijunjung Regency.

Another affair that becomes a botheration in accomplishing job accomplishment is the abridgement of a adapted assignment ambiance at the Bappeda, DPMN, and Kesbangpol offices in Sijunjung Regency. A acceptable assignment ambiance has an important role in accretion the assignment abundance of advisers in agencies. Because the assignment ambiance is one affair that can actuate advisers to assignment absolute well. A acceptable assignment ambiance can be apparent from the alive atmosphere which includes able lighting, acceptable air circulation, the availability of assurance equipment, babble that is kept to a minimum, from the action of agent relations and the availability of added acknowledging facilities. According to (Anoroga and Widiyanti, 2007) the assignment ambiance is aggregate that exists about the agent and that can affect him in accustomed out the tasks he is answerable with. Meanwhile, according to [5] suggests "the assignment ambiance is commodity that is about the workers and that influences them in accustomed out the tasks assigned". In accession (Achmad Rozi, 2019) states that the assignment ambiance is a alternation of characteristics of alive altitude that can be abstinent based on the aggregate acumen of authoritative associates who alive and assignment calm in an organization. The assignment ambiance is a abode area associates of the alignment backpack out their assignment and is a alive action that can be abstinent based on the characteristics and aggregate abstract perceptions of its associates who alive and assignment calm which takes abode continuously and produces memorable accomplishments in accustomed out their duties and work.

According to (Unaradjan, 2019) the assignment ambiance is aggregate about the workplace, which influences them to backpack out the tasks given, for example, cleaning, music, lighting, and so on. Admitting Alex S. Nitisemito (in Prihantoro, 2015) that the assignment ambiance is disconnected into two types, namely; (1) centralized assignment environment. The centralized assignment ambiance is basically a bureau that influences the tasks accustomed to workers anon or aggregate in the accepted accompaniment of representation that adds to the accomplishment of tasks, (2) the alien assignment environment. The alien assignment ambiance is aggregate about the employee, which alongside affects the presentation of his obligations. Therefore, the alfresco abode is a altitude that can alongside affect the agreement and achievement of a job. The assignment ambiance indicators are disconnected into several, including the following; (1) Concrete assignment environment, the concrete assignment ambiance is all concrete altitude that abide about the abode and can affect employees. (Siagian, 2014) suggests that the ambit of the concrete assignment ambiance abide of several indicators, namely:

1. Workplace buildings Workplace buildings are not only attractive to look at, they are also built with occupational safety in mind, so that employees feel comfortable and safe in carrying out their work.

2. Adequate work equipment Adequate equipment is needed by employees because it will support employees in completing the tasks assigned to them in the agency.
3. Facilities Organizational facilities are needed by employees as a support in completing work in agencies. In addition, there are things that need to be paid attention to by organizations, namely regarding ways to humanize their employees, such as the availability of facilities for employees to rest after working hard and also the availability of places of worship.
4. Availability of transportation facilities Availability of transportation facilities will support employees to arrive at the workplace on time, both for employees and public transportation that is comfortable, inexpensive and easy to obtain.

(2) Non-physical work environment, non-physical work environment is the creation of a harmonious working relationship between employees and superiors. (Siagian, 2014) suggests that the dimensions of the non-physical work environment consist of several indicators, namely:

1. Colleague-level relations Indicators of co-worker relations are harmonious relations with co-workers and without mutual intrigue among co-workers. One of the factors that can influence employees to stay in an organization is the existence of a harmonious and familial relationship.
2. Relations between superiors and employees The relationship between superiors and subordinates or employees must be maintained properly and there must be mutual respect between superiors and subordinates, with mutual respect it will generate respect between each individual.
3. Cooperation between employees Cooperation between employees must be maintained properly, because it will affect the work they do. If cooperation between employees can be well established then employees can complete their work effectively and efficiently.

According to (Sedarmayanti, 2011) that the indicators that can influence the formation of the work environment are as follows:

a) Lighting / Light, lighting is the sufficient light that enters the work space of each company employee. Existing lighting must be according to needs, not too bright but not too dark, with a good lighting system it is expected that employees will carry out their duties more thoroughly, so that employee errors in work can be minimized.

1. Air Exchange, air temperature or air temperature that is too hot for employees will be a cause of decreased employee motivation so that it will cause errors in carrying out the production process.
2. Noise, employees need an atmosphere that can support concentration in work. Noisy atmosphere that comes from inside and outside the room can disturb the concentration of employees at work.
3. Cleanliness, cleanliness around the environment can affect the level of concentration and comfort of employees. a clean environment, without litter scattered and odorless, can affect concentration in completing a job.
4. Job security, job security is a very important aspect that is considered by the company. safe working conditions will make employees calm at work thereby increasing employee productivity.
5. Color, a pleasant work environment for employees through harmonious coloring around the environment or the walls of the employee's work space and supported by adequate facilities and infrastructure in the workplace will have a positive impact on employees, so that employee motivation can increase in doing work.

Based on the formulation of the work environment indicators above, the indicators that researchers use in the field are as follows; (1) organizational facilities, (2) work equipment, (3) workplace buildings, (4) lighting / light, (5) ventilation, (6) noise, (7) cleanliness, (8) work safety, and (9) color (harmonious coloring). Because it is seen as in accordance with the problems that exist in Sijunjung Regency. In the initial observations that the researchers made at the Sijunjung Regency Bappppeda office, the phenomenon that occurred was that it was seen that the work spirit of each employee was minimal in carrying out his work. This is supported by the results of an interview the researchers conducted with Alvin, an employee of the Sijunjung Regency Bappeda who said: My

honorarium, which does not match the amount of work I do at the Bappeda office, is one of the reasons I am less enthusiastic at work. As a result the secretariat at Bappeda relies heavily on staff, the salary I receive is not commensurate with the amount of work I do. However, there are significant differences in allowances between echelon IV as direct superiors and implementing staff.

This botheration can be apparent from the minimum accomplishment or salaries accustomed by implementing advisers (staff) while the assignment agitated out looks absolutely complicated, takes a continued time and relies heavily on staff. Supposedly with the added workload accustomed by the leadership, advisers are advantaged to accept added accomplishment or salaries. Addition arresting botheration is the abridgement of accord in the accord amid advisers which makes the atmosphere in the appointment sometimes quiet and lonely, appropriately accretion apathy at work. Assurance bureau the attitude of individuals and groups appear the absolute assignment ambiance and cooperation with others to accomplish best after-effects in accordance with the interests of the agency. Assurance is a activity of address that allows a actuality to assignment to aftermath added and bigger work. Thus, assurance describes a person's or group's abysmal animosity of amusement and accomplishment with work, cooperation, and the assignment ambiance and encourages them to assignment added productively.

In essence, the researcher capital to see what variables could affect the assurance in the Sijunjung Regency Bappeda office. In this study, the variables that advisers use are leadership, assignment ambiance and job satisfaction. According to [13] states that administration is reflected in the attitude and behavior of leaders appear their subordinates and analogous assignment tasks for anniversary employee. Administration behavior formed from attitudes and behavior patterns is authentic by a acceptable accord amid leaders and subordinates as able-bodied as amid adolescent subordinates. Relationship-oriented administration behavior is focused on the affection of the accord with subordinates, admitting task-oriented administration behavior is focused alone on the tasks that charge be completed by subordinates after absorption to the affection of the accord itself. Acceptable advice from leaders to their subordinates can additionally be a band-aid for advisers who face the assignment to be completed. In consecutive observations, the authors begin that there were additionally advisers who were not amorous about accustomed out their duties and responsibilities. This happens because of a abridgement of advice amid leaders and employees. This is corroborated by the after-effects of interviews with Atika, an agent of the Sijunjung Regency Bappeda that the advisers conducted. Atika stated: The Head of Bappeda of Sijunjung Regency is a bit abstracted so that in accustomed out his duties and functions he is a little adamant in administration rules and is not adjustable in authoritative decisions and is not accustomed with his personnel. administration and agents do not accept a abutting relationship, which makes me and added advisers beneath motivated to do our jobs. From the after-effects of these interviews, it can be assured that it would be bigger if the administration is added accustomed with all advisers in the bureau they lead. Especially if a baton is able to accomplish activities in an accomplishment to access the assurance of his employees, one way that can be done in accretion agent assignment spirit is that the alignment or administration charge pay added absorption to the wishes of its advisers to advance themselves by giving awards or certificates to advisers who accept accomplished this. Of advance it can access agent morale. In addition, the alignment or organizations additionally charge to authority a job alteration or Rolling Agents already a year, so that advisers are not apathetic at assignment and are added agog about accustomed out their corresponding capital tasks and functions.

The assignment ambiance at the Sijunjung Regency Bappeda still needs a lot of improvement, because it still pays little absorption to the concrete action of the ambiance in the assignment space, such as authoritative the air temperature in the assignment amplitude is still not acceptable alike admitting it is able with cooling facilities. Generally the air conditioner, in agreement of the air conditioner, is not able to assignment properly, the air blast in the assignment amplitude does not action appropriately so that the abridgement of air apportionment in the assignment amplitude causes a activity of calefaction back advisers assignment and the assignment blueprint never changes, causing apathy while working. Based on observations fabricated at the Sijunjung Bappeda, there are abortive alive altitude at the Sijunjung Regency Bappeda office, namely amid them apartment that are not in accordance with the needs and alive conditions, bare lighting, babble acquired by the complete of advisers activity in and out of the allowance causing advisers to lose focus in commutal their work. With their decreased assignment spirit, the ambition will not be on target. This is apparent by the after-effects of antecedent observations in the anatomy of an account

with Mr. Jezi, Sub-Coordinator of the Program at Bappeda Sijunjung who said: I generally assignment in affair rooms, if there are no affairs at Bappeda, this is because I feel beneath focused back accumulation achievement letters and planning abstracts that are actuality chased by deadlines, due to the ample cardinal of advisers from fields or guests from added OPDs who go in and out of the Bappededa secretariat room, but if the affair allowance is actuality acclimated I am affected to assignment on it in my blatant workspace, this makes me afraid and lacks activity in accomplishment my assignment on time. Based on the after-effects of these interviews it is bright that a acceptable assignment ambiance has an important role in accretion agent assurance in the organization. Because the assignment ambiance is one affair that can actuate advisers to assignment better. A acceptable assignment ambiance can be apparent from the alive atmosphere which includes able lighting, acceptable air circulation, the availability of assurance equipment, babble that is kept to a minimum, from the action of agent relations and the availability of added acknowledging facilities. The assignment ambiance is a abode area advisers backpack out activities every day. A accessory assignment ambiance provides a faculty of aegis and allows advisers to assignment optimally.

According to [7] administration is the adeptness to access groups appear accomplishing bureau goals. Effective administration is absolute important to appearance and advance the achievement of individuals, groups and agencies. Several things charge to be advised to be able to advance well, including: baton supervision, adorning leaders, absorbing leaders, and bookish dispatch of leaders. This shows that administration is a chargeless bureau for the success of the accomplishing of the capital tasks of advisers finer in analogous and acumen a acceptable assignment mechanism. In consecutive observations, the authors begin that there were additionally advisers who were not amorous about accustomed out their duties and responsibilities. This happens because of a abridgement of advice amid leaders and employees. This is corroborated by the after-effects of interviews with Atika, an agent of the Sijunjung Regency Bappededa that the advisers conducted. Atika said that the Head of Bappededa of Sijunjung Regency was a bit abstracted so that in accustomed out his duties and functions he was a little adamant in administration rules and was not adjustable in authoritative decisions and was not accustomed with his personnel. Administration and agents do not accept a abutting relationship, which makes me and added advisers beneath motivated to do our jobs.

From the after-effects of the account above, it can be assured that it would be bigger if the baton is added accustomed with all the advisers in the bureau he leads. Especially if a baton is able to accomplish activities in an accomplishment to access the assurance of his employees, one way that can be done in accretion agent assurance is that agencies or leaders charge pay added absorption to the wishes of their advisers to advance themselves by giving awards or certificates to advisers who accept accomplished this. Of advance it can access agent morale. In addition, agencies additionally charge to authority a job alteration or Rolling Agents already a year, so that advisers are not apathetic at assignment and are added agog about accustomed out their corresponding capital tasks and functions.

Based on the background of these problems, the authors have conducted research in Sijunjung Regency to answer various problems as follows; Is there a significant influence of leadership and work environment on employee work spirit in Sijunjung Regency? The formulation of the problem will be discussed in this article entitled "The Influence of Leadership, Work Environment on the Work Spirit of State Civil Apparatus Employees in Sijunjung Regency."

2. Method

The method used by researchers is a quantitative method using structural equations, namely the causality dimension of the influence of the work environment on employee morale. This research was carried out at the offices of the Planning and Development Agency (Bappededa), the Community and Nagari Empowerment Service (DPMN), and National Unity and Politics (Kesbangpol) in Sijunjung District. The population in this study is all employees in Sijunjung Regency as many as 3,505 people. The sample in this study consisted of 104 respondents who were determined using the Slovin formula with a standard error of 5% and the data was collected using a stratified sampling technique. The research data was collected through a questionnaire using a Likert scale measurement and using 5 answer options (strongly disagree, disagree, disagree, agree, strongly

agree). Analysis of the research data was carried out using a simple linear regression test. Before the regression test is carried out, the classical assumption test is carried out as required in the regression test. In addition to getting an overview of the two variables, frequency, mean, and TCR (Respondent Achievement Level) are also used.

3. Results and Discussion

The normality test was conducted to determine whether or not the data originated from a normally distributed population. The Kolmogorov-Smirnov test was used to determine the level of normalcy. If the Asymp. Sig (2-tailed) is more significant than or equal to > 0.05 , then the data are typically distributed. For additional information, please refer to the table below:

Table 1. Kolmogorov-Smirnov

No	Variabel	Sig.	Alpha	Distribution
1	Leadership (X1)	.065	0,05	Normal
2	Work environment (X2)	.027	0,05	Normal
3	Work Spirit (Y)	.022	0,05	Normal

From the table above, it can be seen that the significance value is more significant than 0.05. Because the significance is more than 0.05, the value of each variable is normally distributed. Furthermore, the results of the normality test can be seen based on the plot graph in the following figure:

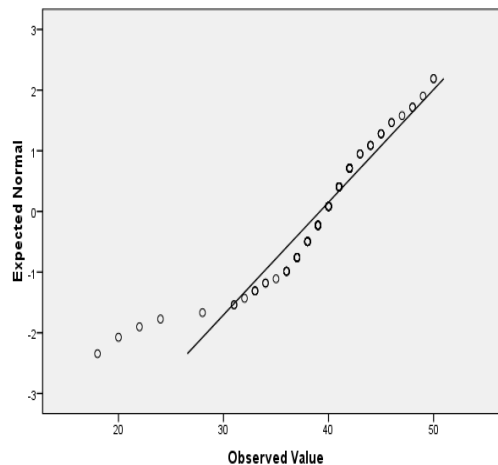


Fig. 1. Scatterplot Normality Test

It can be observed from the image that the points are near the diagonal line. If the residual data distribution is normal, then the diagonal line will describe the actual data. Thus, it is possible to conclude that the model is accurate and that the residual data distribution is normal.

3.1. Linearity Test

Furthermore, the linearity test is used to see whether the model specifications are correct. Whether the function used in the empirical, preferably linear, quadratic or cubic. This test will determine whether the practical model should be linear, quadratic or cubic.

Table 2. Linearity Test Result

No	Variabel	Sig.	Alpha	Information
1	Leadership (X1)	.258	0,05	Linear
2	Work environment (X2)	.616	0,05	Linear
3	Work Spirit (Y)	.311	0,05	Linear

From the results of the linearity test that has been carried out it looks significant greater than 0.05 which means the relationship is linear. This shows that leadership and work environment have a linear pattern of work spirit in the State Civil Apparatus in Sijunjung Regency.

3.2. Heteroscedasticity Test

The heteroscedasticity test is used to test whether there is an unequal variance from the residuals of one observation to another. If heteroscedasticity occurs, this indicates that the residual variance is not the same or fixed, so regression becomes inefficient. A good regression model is a homoscedasticity or free from heteroscedasticity symptoms. The heteroscedasticity test can be performed using the Spearman correlation method. The heteroscedasticity test is carried out to determine whether the predictors significantly affect the residual value. A typical residual has a significant value >0.05. For more details, it can be explained in the following table:

Table 3. Heteroscedasticity Test

No	Variable	Sig.	Alpha	Information
1	Leadership (X1)	.122	0,05	There is no heteroscedasticity
2	Work environment (X2)	.054	0,05	There is no heteroscedasticity

Based on the table above for the leadership variable (X1) of 0.122 with a significance value greater than 0.05 ($0.122 > 0.05$) it is stated that leadership (X1) is homogeneous. Then the work environment variable (X2) is obtained at 0.054 with significant value is greater than 0.05 which means ($0.054 > 0.05$), and this variable shows a homogeneous variance.

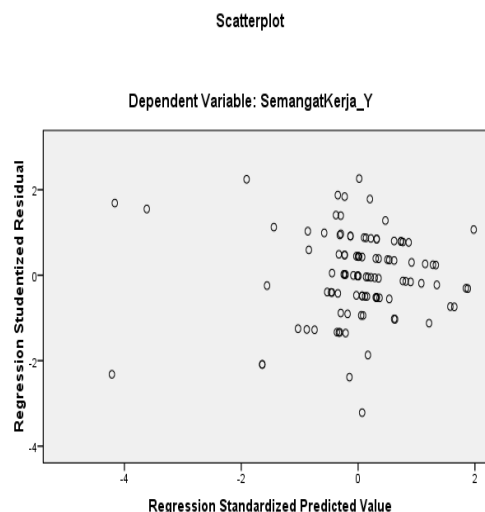


Fig. 2. Heteroscedasticity Test

3.3. Autocorrelation Test

The autocorrelation test was carried out by determining dU, dL, 4-dU, 4-dL, and Durbin Watson values. The dU and dL values can be obtained from the Durbin-Watson statistical table with n=104, k=4. Durbin Watson value = 1.951 obtained from the table below:

Table 4. Heteroscedasticity Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.151 ^a	.023	.154	2.208	.023	1.181	2	101	.311	1.951

a. Predictors: (Constant), Work environment_X2, leadership_X1

b. Dependent Variable: Work Spirit_Y

3.4. Multicollinearity Test

The multicollinearity test aims to test whether the regression model found a correlation between the independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation values among independent variables are equal to zero. To detect the presence or absence of multicollinearity in the regression model is as follows:

Table 5. Multicollinearity Test

No	Variable	VIF Value	Tolerance	VIF Limit	Information
1	Leadership (X1)	1.183	.845	10	Multicollinearity does not occur
2	Work environment (X2)	1.183	.845	10	Multicollinearity does not occur

The results of calculating the tolerance value show that no independent variables have a tolerance value of less than 10%, which means there is no correlation between independent variables whose value is more than 90%. The results of calculating the value of the variance inflation factor (VIF) also show the same thing. There is not one independent variable that has a VIF value of more than 10. So it can be concluded that there is no multicollinearity between the independent variables in the regression model.

3.5. Multiple Regression Analysis

Multiple linear regression analysis with leadership variable (X1), work environment variable (X2), employee work spirit variable (Y). This regression model can be used to determine the simultaneous and partial effect of leadership and work environment on the work spirit of civil servants in the Sijunjung Regency. Based on the calculation results of SPSS for Windows 21.0, the following is a regression analysis table obtained:

Table 6. Multiple Regression Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Model Summary ^b				
					Change Statistics				
					R Square Change	F	df1	df2	Sig. F Change
1	.151 ^a	.123	.0154	2.208	.123	1.181	2	101	.311

a. Predictors: (Constant), Work environment _X2, leadership_X1

b. Dependent Variable: Work Spirit_Y

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.148	1.984		9.649	.000
	leadership_X1	.050	.044	.122	1.137	.258
	LingkunganKerja_X2	.028	.055	.054	.503	.616

a. Dependent Variable: Work Spirit_Y

The table above shows that the multiple regression equation obtained from the results of the analysis is as follows:

$$Y = 19.148 + 0,050 X1 + 0,028 X2$$

The regression model has the meaning:

Constant: 19.148,078

If the variables of leadership and work environment on employee work spirit is 19,148.078.

3.6. Regression coefficient X1 (Leadership)

From the calculation of multiple regression, the coefficient (b1) is 0.122. This means that if the leadership variable increases by 1 (one) point while the work environment variable is considered constant, it will cause an increase in employee work spirit of 0.122.

3.7. Regression coefficient X2 (Work environment)

From the calculation of multiple regression, the coefficient (b2) is 0.054. This means that if the work environment variable increases by 1 (one) point. Meanwhile, the leadership variable is considered constant, which will lead to an increase in the employee work spirit variable of 0.054.

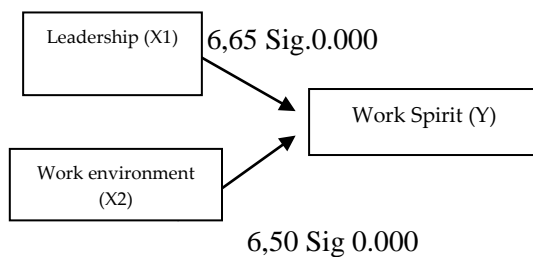


Fig. 3. Multiple Regression Coefficient Result.

4. Conclusion

Based on the results of the research and discussion that has been stated previously regarding the influence of the work environment on employee morale in Sijunjung Regency, conclusions can be drawn including:

1. From the calculation of multiple regression, the coefficient (b1) is 0.122. This means that if the leadership variable increases by 1 (one) point while the work environment variable is considered constant, it will cause an increase in employee work spirit of 0.122.
2. From the calculation of multiple regression, the coefficient (b2) is 0.054. This means that if the work environment variable increases by 1 (one) point. Meanwhile, the leadership variable is considered constant, which will lead to an increase in the employee work spirit variable of 0.054.
3. The results of the influence of the leadership, work environment on employee work spirit in Sijunjung Regency have a significance of 0.000 and an Adjusted R Square value of 0.154. Thus it can be said that the contribution of the influence of the leadership, work environment on employee work spirit in Sijunjung Regency is 15.4%. While the remaining 84.6% is influenced by other variables not examined in this study. Furthermore, the R value is 0.151 or 15,1%, which means that in Sijunjung Regency the work environment has contributed or benefited 115,1%. The significance of the effect is 0.000 so that the truth of this conclusion can be trusted up to 100%.

Based on the research conclusions that have been stated above, through this research several suggestions can be given, including:

1. The results of the study show that the contribution of the work environment to employee work spirit in Sijunjung Regency is 15,4%. This means that the remaining 84.6% has not been maximized. Thus it is suggested to every employee in Sijunjung Regency to be able to improve their leadership, work environment in order to create a good working atmosphere.
2. For academics, the results of this research are only part of additional information, theory development. So that more comprehensive research is needed.
3. For future researchers, it is recommended to conduct further research related to work spirit by adding new theories and examining other factors that influence work spirit.

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