

# Hubungan antara budaya organisasi dengan semangat kerja (spirit at work): studi pada perusahaan startup teknologi PT. XYZ = Relationship between organizational culture with spirit at work: study on a technology startup company PT. XYZ

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## Abstrak

### **ABSTRAK**

Penelitian ini memiliki tujuan untuk menjelaskan hubungan antara budaya organisasi dengan semangat kerja spirit at work pada perusahaan startup teknologi PT. XYZ. Dalam penelitian ini, variabel budaya organisasi menggunakan enam dimensi utama, yaitu teamwork and conflicts, climate and morale, information flow, involvement, supervision, dan meetings. Kemudian dimensi yang terdapat pada variabel semangat kerja spirit at work adalah engaging work, spiritual connection, sense of community, dan mystical experience. Pada penelitian ini diambil berdasarkan 30 responden yang merupakan karyawan tetap perusahaan startup teknologi PT. XYZ baik dari level manajerial maupun non-manajerial. Penelitian ini menggunakan uji korelasi spearman untuk mengukur tingkat suatu hubungan antara variabel independen dengan variabel dependen. Hasil yang diperoleh dari penelitian ini adalah terdapat hubungan yang sangat kuat antara budaya organisasi dengan semangat kerja spirit at work pada perusahaan startup teknologi PT. XYZ.

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### **ABSTRACT**

The purpose of this research is to explain the relationship between organizational culture with spirit at work on a technology startup company PT. XYZ. In this research, organizational culture variables using six main dimensions, namely teamwork and conflicts, climate and morale, information flow, involvement, supervision, and meetings. Then the dimensions contained in the variable spirit at work are engaging work, spiritual connection, sense of community, and mystical experience. In this research were taken by 30 respondents who are permanent employees of technology startup company PT. XYZ from managerial level, and non managerial. This research used Spearman correlation test to measure the level of a relationship between the dependent and independent variables. The result from this research obtained that there is a very strong relationship between the organization culture with spirit at work on a technology startup company PT. XYZ.