DAFTAR ISI

**COVER..............................................................................................................................i**

**LEMBAR PERSETUJUAN............................................................................................ii**

**LEMBAR PENGESAHAN............................................................................................iii**

**KATA PENGANTAR.....................................................................................................iv**

**ABSTRAK........................................................................................................................v**

**DAFTAR ISI..................................................................................................................vi**

**DAFTAR GAMBAR....................................................................................................vii**

**DAFTAR TABEL.........................................................................................................vii**

**LAMPIRAN...................................................................................................................ix**

**BAB I PENDAHULUAN**

* 1. Latar Belakang...........................................................................................................1
	2. Rumusan Masalah......................................................................................................7
	3. Tujuan Penelitian.......................................................................................................7
	4. Manfaat Penelitian.....................................................................................................8
	5. Sistematika Penelitian................................................................................................9

**BAB II TIJAUAN PUSTAKA**

* 1. Penelitian Terdahulu.................................................................................................11
	2. Landasan Teori.........................................................................................................15
		1. Definisi Organisasi.............................................................................................15
		2. Definisi MSDM..................................................................................................16
		3. Definisi Hubungan Antar Karyawan..................................................................20
		4. Definisi Kondisi Lingkungan.............................................................................25
		5. Definisi Disiplin.................................................................................................27
		6. Definisi Etos Kerja.............................................................................................27
		7. Hubungan Antar Karyawan dengan Etos Kerja.................................................35
		8. Hubungan Kondisi Lingkungan dengan Etos Kerja...........................................36
		9. Hubungan Disiplin dengan Etos Kerja...............................................................37
	3. Kerangaka Konseptual..............................................................................................37
	4. Hipotesis...................................................................................................................40

**BAB III METODE PENELITIAN**

* 1. Kerangka Proses Berfikir..........................................................................................41
	2. Definisi Operasional dan Pengukuran Variabel............................................................ 43
		1. Definisi Operasional Variabel................................................................................. 44
		2. Definisi Pengukuran Variabel..................................................................................44
		3. Desain Intrumen Penelitian......................................................................................48
	3. Teknik Penentuan Sampel..............................................................................................50
		1. Definisi Populasi......................................................................................................50
		2. Definisi Sampel........................................................................................................51
	4. Teknik Pengambilan Sampel..........................................................................................51
	5. Lokasi Dan Waktu..........................................................................................................51
	6. Teknik Pengambilan Data..............................................................................................52
		1. Jenis Data..................................................................................................................52
		2. Pengumpulan Data....................................................................................................53
	7. Pengujian Data................................................................................................................55
		1. Uji Validitas..............................................................................................................55
		2. Uji Reliabilitas.........................................................................................................55
	8. teknik Analisis Data dan Ujia Hipotesis.........................................................................56
		1. Teknik Analisa..........................................................................................................56
		2. Uji Hipotesis.............................................................................................................59

**BAB IV HASIL PENELITIAN DAN PEMBAHASAN**

* 1. Deskripsi Objek Penelitian.............................................................................................62

4.4.1 Deskripsi PT. Subur Berkah Nusantara.................................................................62

4.4.2 Visi dan Misi PT. Subur Berkah Nusantara...........................................................65

4.4.2.1 Visi PT. Subur Berkah Nusantara.......................................................................65

4.4.2.2 Misi PT. Subur Berkah Nusantara......................................................................66

4.1.3 Struktur Organisasi................................................................................................66

4.3.1.3 Definisi Struktur Organisasi...............................................................................66

4.2 Data dan Deskripsi hasil penelitian................................................................................67

4.2.1 Karakteristik Responden.......................................................................................67

4.3 Analisis Hasil Penelitian dan Pengujian Responden......................................................69

4.3.1 Analisis Hasil Penelitian.......................................................................................69

4.3.1.1 Uji Validitas.......................................................................................................69

4.3.1.2 Uji Reliabilitas...................................................................................................71

4.3.2.1 Uji Simultan.......................................................................................................78

4.3.2.2 Uji Parsial..........................................................................................................79

4.3.2.3 Koefisien Determinasi Parsial ( Variabel Dominan).........................................80

4.4 Pembahasan...................................................................................................................82

4.1.4 Pengaruh Hubungan Antar Karyawan Terhadap Etos Kerja......................................82

4.4.2 Pengaruh Kondisi Lingkungan Terhadap Etos Kerja.................................................83

4.4.3 Pengaruh Disiplin Terhadap Etos Kerja....................................................................84

4.4.4 Pengaruh Hubungan Antar Karyawan, Kondisis Lingkungan dan Disiplin

 Terhadap Etos Kerja.................................................................................................85

**BAB V SIMPULAN DAN SARAN**

5.1 Simpulan.....................................................................................................................91

5.2 Saran...........................................................................................................................98