

ABSTRACT

Khilmi , Dwi Nur . , 2014. Thesis . Title : “The Influence Analysis Of Employee Morale Welfare at **PT. Duta Beton Mandiri**”

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Keywords : Employee Welfare and Morale

Background This study aimed to determine whether the well-being of employees consisting of well-being direct and indirect welfare provided by the companies jointly affect the morale of employees at **PT. Duta Beton Mandiri** Pasuruan. In addition, to determine whether the direct welfare effect on employee morale at **PT. Duta Beton Mandiri** Pasuruan, as well as to determine whether the indirect welfare effect on employee morale at **PT. Duta Beton Mandiri** Pasuruan, and also to find out which is the most influential aspect of the dominant employee morale at. Independent Concrete ambassador .

This study uses the classical assumption test and multiple linear regression analysis as well as simultaneous and partial test. This study uses the PT Duta Concrete Self as an object of research. In this study also stiffened by spreading a questionnaire to a random sample of 55. Based on the results of multiple linear regression equation was obtained:

$$Y = -0.619 + 0.685 X_1 + 0.944 X_2 + 0.05$$

From the results of multiple linear regression analysis of the results showed that the direct welfare variable (X_1), and indirect welfare (X_2), effect on employee morale (Y) in a linear fashion. In addition, based on the research that has been stiffened by the test result that simultaneously, this study was able to prove that the well-being of employees consisting of well-being direct and indirect welfare provided by the companies jointly affect the morale of employees at **PT. Duta Beton Mandiri** Pasuruan, and also based on partial test, this study proved that the direct welfare effect given by company jointly to employee morale at. Independent Concrete Ambassador Pasuruan, as well as by the partial test , this study was able to prove that welfare is not directly given by company jointly affect the morale of employees at **PT. Duta Beton Mandiri** Pasuruan. Welfare employees **PT. Duta Beton Mandiri** Pasuruan indirectly become the dominant factor affecting employee morale. This is evidenced by the test results the dominant indicator of 94.09 % .