ABSTRACT

***ANALYSIS OF EMPLOYEE MORALE AT* POLITEKNIK PELAYARAN BAROMBONG**

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This study is motivated by the importance of work spirit in increasing employee productivity at Politeknik Pelayaran Barombong*. Low work morale can affect the quality of service and the achievement of work targets. Therefore, this study aims to analyze the factors that affect employee morale at* Politeknik Pelayaran Barombong*. By understanding this, recommendations are expected to be obtained to create a more productive and conducive work environment for employees.*

The research method applied was a qualitative descriptive method, which involved observation, interviews, and documentation as data collection techniques. Five people from a number of existing employees were selected as the main informants who are considered to be able to represent the elements of employees at Politeknik Pelayaran Barombong*. Interviews were conducted to gain an in-depth understanding of employees' perceptions of work morale, the factors that influence it, and the support they got from the work environment. The data obtained were then analyzed to identify relevant patterns in relation to work productivity.*

The results of the study show that a harmonious work atmosphere, support among employees, and the availability of adequate work facilities are the main factors that support employee morale. The employees feel greater motivation and high responsibility when working in a positive and supportive environment. Adequate facilities also assist employees in carrying out their duties efficiently and effectively, which ultimately contributes to the achievement of the vision and mission of Politeknik Pelayaran Barombong*. A conducive work environment has been proven to increase employee productivity and morale.*

Keywords: *Work Morale, Environment, Work Productivity.*

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Translated by:
The AgencyES
Language Institute
File No.: S1-323