

**PENGARUH FORMALISASI DAN KEPEMIMPINAN TERHADAP  
SEMANGAT KERJA KARYAWAN PADA KANWIL PERUM  
PEGADAIAN SEMARANG**

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***Abstraksi***

Success in working process to reach the objectives which have been decided is highly influenced with working morality among people work to. All companies expecting their employees to have high working morality to get high productivity. As expected of Region Office Perum Pegadaian Semarang to their employees.

Employee's working morality can be improved through various ways among other through good leadership and formalization. Through good leadership and formalization, its will motivate the employees of Region Office of Perum Pegadaian Semarang to have high working morality.

Research type applied in this research is explanatory research, which describes relation among research variables. The method of sample decision on this research was using sensus method, meanwhile the data collecting technique was using questioner, interview, bibliography research.

Based on data processing with SPSS tool, it slows regression equality  $Y = 8,534 + 0,362X_1 + 0,416X_2$ . So there is significant influence and positive between formalization and leadership towards employee's working morality in a simultaneous manner.

Research illustrated that high working morality of Region Office of Perum Pegadaian Semarang is mostly because the presence of formalization and leadership which appraise by the employees in good category. Therefore, the Region Office of Perum Pegadaian Semarang should maintain and improve the formalization and good ledaeship in order to keep and maintain their employees working maorality which have been very high and will not falling down.