

## **ABSTRAK**

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh *Work Life Balance*, *Leader Member Exchange* Dan Kepuasan Kerja Terhadap Loyalitas Pegawai Pada Smk N 1 Sawahlunto sampel 40 responden. Metode analisis yang digunakan adalah analisis regresi linier berganda menggunakan SPSS.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial terdapat pengaruh yang signifikan antara *Work Life Balance* terhadap Loyalitas Karyawan. Terdapat pengaruh yang signifikan antara *Leader Member Exchange* terhadap Loyalitas Karyawan. Terdapat pengaruh yang tidak signifikan antara Kepuasan Kerja terhadap Loyalitas Karyawan. Terdapat pengaruh yang signifikan antara *Work Life Balance*, *Leader Member Exchange* dan Kepuasan Kerja secara bersama-sama terhadap Loyalitas Karyawan.

Kontribusi variabel *Work Life Balance*, *Leader Member Exchange* dan Kepuasan Kerja terhadap Loyalitas Karyawan sebesar 94,5% sedangkan sisanya 5,5% dipengaruhi oleh variable lain diluar penelitian ini.

**Kata Kunci :** *Work Life Balance*, *Leader Member Exchange*, Kepuasan Kerja dan Loyalitas Karyawan

### **ABSTRACT**

*This study aims to examine how much influence work life balance, leader member exchange and job satisfaction have on employee loyalty at Smk N 1 Sawahlunto a sample of 40 respondents. The analytical method used is multiple linear regression analysis using SPSS.*

*The results obtained based on the Partial Test there is a significant effect between Work Life Balance on Employee Loyalty. There is a significant influence between Leader Member Exchange on Employee Loyalty. There is no significant effect between Job Satisfaction on Employee Loyalty. There is a significant influence between Work Life Balance, Leader Member Exchange and Job Satisfaction together on Employee Loyalty.*

*The contribution of the variables of Work Life Balance, Leader Member Exchange and Job Satisfaction to Employee Loyalty is 94.5% while the remaining 5.5% is influenced by other variables outside of this study.*

***Keywords: Work Life Balance, Leader Member Exchange, Job Satisfaction and Employee Loyalty***