

ABSTRAK

Nirda, No.BP 17101155310086. Manajemen Fakultas Ekonomi Dan Bisnis, Penelitian ini bertujuan untuk menguji pengaruh lingkungan kerja dan disiplin kerja terhadap *employee loyalty* dengan prestasi kerja karyawan sebagai variabel intervening pada PT. Teluk Luas Padang , dibawah bimbingan Bapak Dr. Elfiswandi,S.E.,M.M.,Ak.,CA. Dan Bapak M.Afuan,S.E.,M.M . Metode analisis data menggunakan kuesioner dengan sampel 59 responden. Analisa data dalam penelitian ini menggunakan uji validitas, reliabilitas, uji asumsi klasik (uji normalitas data, uji multikolinieritas, dan uji heteroskedastisitas), analisis regresi linear berganda, Analisis Jalur, koefisien determinan (R^2), koefisien regresi secara parsial (uji t), koefisien regresi secara bersama-sama (uji f), adapun keseluruhan analisis data menggunakan *software SPSS statistic 16*.

Hasil penelitian ini menunjukkan bahwa terdapat Lingkungan Kerja secara parsial berpengaruh positif dan signifikan terhadap Prestasi Kerja Karyawan. Disiplin Kerja secara parsial berpengaruh positif dan signifikan terhadap Prestasi Kerja Karyawan. Lingkungan Kerja secara parsial berpengaruh positif dan signifikan terhadap *Employee Loyalty*. Disiplin Kerja secara parsial berpengaruh positif dan signifikan terhadap *Employee Loyalty*. Prestasi Kerja Karyawan secara parsial berpengaruh positif dan signifikan terhadap *Employee Loyalty*. Prestasi Kerja Karyawan tidak memediasi Lingkungan Kerja terhadap *Employee Loyalty*. Prestasi Kerja tidak memediasi Disiplin Kerja terhadap *Employee Loyalty*.

Kata kunci: Lingkungan Kerja, Disiplin Kerja, Employee Loyalty, Prestasi Kerja Karyawan

ABSTRACT

Nirda, No. BP 17101155310086. Management Faculty of Economics and Business, This study aims to examine the effect of work environment and work discipline on employee loyalty with performance as an intervening variable at PT. Teluk Broad Padang, under the guidance of Mr. Dr. Elfiswandi, SE, MM, Ak., CA. And Mr. M. Afuan, SE, MM. The data analysis method used a questionnaire with a sample of 59 respondents. Analysis of the data in this study using a test validity, reliability, classical assumption (normality data test, a test multicollinearity and heteroscedasticity test), multiple linear regression analysis, Path Analysis, determinant coefficient (R^2), the coefficient of partial regression (t test), the regression coefficients together (f test), as for the overall data analysis using SPSS statistical software 16.

The results of this study indicate that the work environment partially has a positive and significant effect on employee performance. Work Discipline partially positive and significant effect on Employee Performance. Work environment partially positive and significant effect on Employee Loyalty. Work Discipline partially positive and significant effect on Employee Loyalty. Employee Work Performance partially positive and significant effect on Employee Loyalty. Employee Performance does not mediate the Work Environment on Employee Loyalty. Work Performance does not mediate Work Discipline on Employee Loyalty.

Keywords: Work Environment, Work Discipline, Employee Loyalty, Employee Performance Prestasi