

ABSTRAK

Viend De Reiner, No.BP 17101155310154 . Manajemen Fakultas ekonomi dan Bisnis (2021), “Pengaruh Fasilitas Kerja Dan Lingkungan Kerja Terhadap Employee Loyalty Dengan Prestasi Kerja Sebagai Variabel Intervening Pada Dinas Perhubungan Kota Payakumbuh”, di bawah bimbingan Bapak Dr.Jhon Very,S.Kom,Mm.,M.Kom dan Ibu Mardhatila Fitri Sopali,S.E.,M.M.

Penelitian ini bertujuan untuk menguji Pengaruh Fasilitas Kerja Dan Lingkungan Kerja Terhadap Employee Loyalty Dengan Prestasi Kerja Sebagai Variabel Intervening Pada Dinas Perhubungan Kota Payakumbuh. Metode pengumpulan data melalui survey dan kuesioner. Metode analisis yang digunakan adalah Analisis Regresi Linier Berganda dengan SPSS for windows versi 16.0. Dengan menyebarkan kuesioner sebanyak 46 responden.

Hasil penelitian yang didapatkan yaitu a). Bahwa secara parsial terdapat pengaruh positif dan signifikan Fasilitas Kerja terhadap Prestasi Kerja. b). Bahwa secara parsial terdapat pengaruh positif dan signifikan Lingkungan Kerja terhadap Prestasi Kerja. c). Bahwa secara parsial terdapat pengaruh positif dan signifikan Fasilitas Kerja terhadap Employee Loyalty. d). Bahwa secara parsial terdapat pengaruh positif dan signifikan Lingkungan Kerja terhadap Employee Loyalty. e). Bahwa secara parsial terdapat pengaruh positif dan signifikan Prestasi Kerja terhadap Employee Loyalty. f). Prestasi Kerja tidak memediasi Fasilitas Kerja terhadap Employee Loyalty. g). Prestasi Kerja tidak memediasi Lingkungan Kerja terhadap Employee Loyalty.

Kata Kunci : Fasilitas Kerja , Lingkungan Kerja , Employee Loyalty dan Prestasi Kerja

ABSTRACT

Viend De Reiner, No. BP 17101155310154 . Management of the Faculty of Economics and Business (2021), "The Effect of Work Facilities and Work Environment on Employee Loyalty With Work Performance as an Intervening Variable at the Payakumbuh City Transportation Service", under the guidance of Mr. Dr.Jhon Very,S.Kom,Mm.,M. Kom and Mrs. Mardhatila Fitri Sopali, SE, MM.

This study aims to examine the effect of work facilities and work environment on employee loyalty with work performance as an intervening variable at the Payakumbuh City Transportation Office. Methods of collecting data through surveys and questionnaires. The analytical method used is Multiple Linear Regression Analysis with SPSS for windows version 16.0. By distributing questionnaires to 46 respondents.

The research results obtained are a). Whereas partially there is a positive and significant effect of Work Facilities on Work Performance. b). That partially there is a positive and significant influence of the Work Environment on Work Performance. c). That partially there is a positive and significant effect of Work Facilities on Employee Loyalty. d). That partially there is a positive and significant influence of the Work Environment on Employee Loyalty. e). That partially there is a positive and significant effect of Work Performance on Employee Loyalty. f). Work Performance does not mediate Work Facilities on Employee Loyalty. g).

Work Performance does not mediate the Work Environment on Employee Loyalty.

Keywords: work performance, work environment, employee loyalty, and work performance