Ferby Kurniawan Putra, No.BP 17101155310683, Manajemen Fakultas ekonomi dan Bisnis (2021), Pengaruh Kompensasi, Lingkungan Kerja, Dan Budaya Organisasi Terhadap Loyalitas Kerja Karyawan Pada PT. KERETA API INDONESIA (PERSERO) DIVRE II SUMATERA `BARAT, dibawah bimbingan Bapak Dr. H. Elfiswandi, SE., MM, Ak, CA dan Bapak Bayu Pratama Azka, SE., MM. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kompensasi, budaya organisasi dan lingkungan kerja terhadap loyalitas kerja karyawan Metode pengumpulan data melalui survey dan kuisioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Linear Berganda, Koefisien Determinasi, Untuk uji Hipotesis digunakan Uji f dan Uji t dan path analysis. Sample perusahaan ini berjumlah 90 responden. Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh: (a) Kompensasi secara parsial berpengaruh positif dan signifikan terhadap Loyalitas Kerja Karyawan. (b) Lingkungan Kerja secara parsial berpengaruh signifikan terhadap Loyalitas Kerja Karyawan. (c) Budaya Organisasi secara parsial berpengaruh signifikan terhadap Loyalitas Kerja Karyawan. (d) Kompensasi, Lingkungan Kerja dan Budaya Organisasi secara simultan   berpengaruh positif dan signifikan terhadap Loyalitas Kerja Karyawan.
Kata Kunci: Kompensasi, Budaya Organisasi, dan Lingkungan Kerja Terhadap Loyalitas Kerja Karyawan

ABSTRACT

Ferby Kurniawan Putra, No. BP 17101155310683, Management Faculty of Economics and Business (2021), The Effect of Compensation, Work Environment, and Organizational Culture on Employee Loyalty At PT. TRAIN INDONESIA (PERSERO) DIVRE II WEST SUMATERA, under the guidance of Mr. Dr. H. Elfiswandi, S.E., M.M., Ak, CA and Mr. Bayu Pratama Azka, S.E., M.M. This study aims to determine how much influence compensation, organizational culture and work environment have on employee loyalty. Data collection methods are through surveys and questionnaires. The analytical method used is validity and reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, coefficient of determination, for hypothesis testing, f test and t test and path analysis are used. The sample of this company is 90 respondents.Based on the research obtained based on the partial test (t test) obtained: (a) Compensation has a positive and significant effect on Employee Loyalty. (b) Work Environment has a significant effect on Employee Loyalty. (c) Organizational Culture has a significant effect on Employee Loyalty. (d) Compensation, Work Environment and Organizational Culture have a positive and significant effect on Employee Loyalty.

Keywords: **Compensation, Organizational Culture, and Work Environment**

on Employee Loyalty

KATA PENGANTAR

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ