

ABSTRAK

Judul : Pengaruh servant leadership, lingkungan kerja dan kompensasi terhadap loyalitas karyawan melalui kepuasan kerja sebagai variabel intervening. (dibimbing oleh Sugiyanto)

Nama : Ayu Purbosari

Program Studi : Manajemen

Tujuan utama dari penelitian ini adalah untuk pengaruh servant leadership, lingkungan kerja dan kompensasi terhadap loyalitas karyawan melalui kepuasan kerja sebagai variabel kepuasan kerja di PT. Karya prima sentosa abadi, Bandar lampung. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah non probability sampling dengan metode sampel jenuh. Jumlah responden yang diambil sebanyak 95 responden. Metode analisis yang digunakan yaitu analisis jalur *path*

Hasil penelitian menunjukkan bahwa servant leadership berpengaruh positif dan signifikan terhadap kepuasan kerja, lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja, servant leadership berpengaruh positif dan signifikan terhadap loyalitas karyawan, lingkungan kerja berpengaruh positif dan signifikan terhadap loyalitas karyawan, kompensasi berpengaruh positif dan signifikan terhadap loyalitas karyawan dan kepuasan kerja berpengaruh positif dan signifikan terhadap loyalitas karyawan. Berdasarkan penelitian ini, terdapat temuan penelitian yaitu lingkungan kerja berpengaruh terhadap loyalitas karyawan tanpa melalui kepuasan kerja sebagai variabel intervening dan kompensasi berpengaruh terhadap loyalitas karyawan melalui kepuasan kerja sebagai variabel intervening.

Kata Kunci :
Servant Leadership, Lingkungan kerja, Kompensasi, Kepuasan kerja dan Loyalitas Karyawan

ABSTRACT

Title : *The influence of servant leadership, work environment and compensation on employee loyalty through job satisfaction as an intervening variable. (Guided by Sugiyanto)*

Name : *Ayu Purbosari*

Study Program : *Management*

The main objective of this research is to influence servant leadership, work environment and compensation to employee loyalty through job satisfaction as a variable job satisfaction at PT. Prima sentosa eternal work, Bandar Lampung. The sampling technique used in this study is non-probability sampling with a saturated sampling method. The number of respondents taken was 95 respondents. The analytical method used is path path analysis

The results showed that servant leadership had a positive and significant effect on job satisfaction, the work environment had a positive and significant effect on job satisfaction, compensation had a positive and significant effect on job satisfaction, servant leadership had a positive and significant effect on employee loyalty, the work environment had a positive and significant effect on job satisfaction. Employee loyalty, compensation has a positive and significant effect on employee loyalty and job satisfaction has a positive and significant effect on employee loyalty. Based on this research, there are research findings that work environment affects employee loyalty without going through job satisfaction as an intervening variable and compensation affects employee loyalty through job satisfaction as an intervening variable.

Keywords :

Servant Leadership, work environment and compensation for employee loyalty through job satisfaction as a variable of job satisfaction.