ABSTRAK

Judul   : Pengaruh Lingkungan Kerja, Pengembangan Karir Dan
Kompensasi Terhadap Loyalitas Karyawan Di Masa
Pandemi Covid-19 (Studi Kasus PT SC Rawa Buaya
Jakarta Barat)
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Program Studi   : S-1 Manajemen
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Penelitian ini bertujuan untuk mengetahui pengaruhLingkungan Kerja, Pengembangan Karir Dan Kompensasi Terhadap Loyalitas Karyawan Di Masa Pandemi Covid-19(Studi Kasus PT SC Rawa Buaya Jakarta Barat). Variabel independen yaitu lingkungan kerja, pengembangan karir, kompensasi dan variabel dependen yaitu loyalitas karyawan.

Populasi dalam penelitian ini yaitu karyawan PT SC Rawa Buaya Jakarta Barat sejumlah 186. Pengambilan sampel menggunakan metode *non probability sampling*dengan teknik *purposive sampling* sebanyak 124 responden. Teknik pengumpulan data yang menggunakan kuisioner online. Teknik analisis data yang digunakan adalah Analisis Regresi Berganda.

Hasil penelitian ini menunjukkan: (1) lingkungan kerja berpengaruh positif dan signifikan terhadap loyalitas karyawan; (2) pengembangan karir berpengaruh positif dan signifikan terhadap loyalitas karyawan; (3) kompensasi tidak berpengaruh positif dan tidak signifikan terhadap loyalitas karyawan; (4) lingkungan kerja, pengembangan karir dan kompensasi berpengaruh positif dan signifikan secara simultan terhadap loyalitas karyawan PT SC di masa pandemic covid-19; (5) Variabel yang berpengaruh dominan terhadap loyalitas karyawan PT SC adalah variabel pengembangan karir.

Kata kunci: Lingkungan Kerja, Pengembangan Karir, Kompensasi dan Loyalitas Karyawan

ABSTRAK

Title   :*Influence of Work Environment, Career Development and Compensation on Employee Loyalty During the Covid-19 Pandemic (Case Study of PT SC Rawa Buaya West Jakarta)*
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This study aims to determine the effect of the work environment, career development and compensation on employee loyalty during the Covid-19 pandemic (Case Study of PT SC Rawa Buaya, West Jakarta). The independent variables are work environment, career development, compensation and the dependent variable is employee loyalty

The population in this study were 186 employees of PT SC Rawa Buaya, West Jakarta. The sample in this study was taken with a non-probability sampling method using purposive sampling technique as many as 124 respondents. The data collection technique used in this study was through a questionnaire. The data analysis technique used is Multiple Regression Analysis

The results of this study indicate: (1) the work environment has a positive and significant effect on employee loyalty; (2) career development has a positive and significant effect on employee loyalty; (3) compensation has no positive and insignificant effect on employee loyalty; (4) the work environment, career development and compensation have a simultaneous positive and significant effect on the loyalty of PT SC employees during the covid-19 pandemic; (5) The variable that has a dominant influence on employee loyalty at PT SC is the career development variable

Keywords: Work Environment, Career Development, Compensation and Employee Loyalty