

## ABSTRAK

Kinerja suatu organisasi sangat tergantung dengan kinerja dari anggota organisasi tersebut, ada beberapa faktor yang mempengaruhi kinerja yaitu antara lain lingkungan kerja, loyalitas, dan pelatihan kerja. Penelitian ini berjudul "Pengaruh Lingkungan Kerja, Loyalitas Kerja dan Pelatihan terhadap Kinerja Guru SMK Penerbangan Dharma Wirawan di Sedati Sidoarjo" dengan sampel sebanyak 51 responden secara total sampling. Tujuan penelitian ini adalah untuk mengetahui pengaruh Lingkungan Kerja, Loyalitas Kerja dan Pelatihan terhadap Kinerja. Dengan menggunakan metode Analisis Regresi Berganda, setelah melalui pengujian Statistika maka diperoleh persamaan regresi berganda yaitu  $Y = 0,533 + 0,467 X_1 + 0,214 X_2 + 0,327 X_3$ . Dan koefisien determinasi (*Adjusted R Square*) sebesar 0,924 atau 92,4 %. Diperoleh kesimpulan sebagaiberikut 1)

Lingkungan kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan di SMK Penerbangan Dharma Wirawan di Sedati Sidoarjo. 2) Loyalitas kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan di SMK Penerbangan Dharma Wirawan di Sedati Sidoarjo. 3) Pelatihan secara parsial berpengaruh signifikan terhadap kinerja karyawan di SMK Penerbangan Dharma Wirawan di Sedati Sidoarjo. 4) Lingkungan kerja, loyalitas kerja dan pelatihan secara simultan berpengaruh signifikan terhadap kinerja karyawan di SMK Penerbangan Dharma Wirawan di Sedati Sidoarjo. 5) Lingkungan kerja paling dominan berpengaruh terhadap kinerja karyawan di SMK Penerbangan Dharma Wirawan di Sedati Sidoarjo.

**Kata Kunci : Lingkungan Kerja, Loyalitas Kerja, Pelatihan, Kinerja**

## ABSTRACT

The performance of an organization is very dependent on the performance of the members of the organization, there are several factors that affect performance, including work environment, loyalty, and job training. This study entitled "The Effect of Work Environment, Work Loyalty and Training on Vocational Teacher Performance Dharma Wirawan Flights in Sedati Sidoarjo" with a sample of 51 respondents in total sampling. The purpose of this study was to determine the effect of the Work Environment, Work Loyalty and Training on Performance. By using the method of Multiple Regression Analysis, after going through statistical tests, a multiple regression equation is obtained, namely  $Y = 0.533 + 0.467 X_1 + 0.214 X_2 + 0.327 X_3$ . And the coefficient of determination (Adjusted R Square) is 0.924 or 92.4%. The conclusions are as follows: 1) The work environment partially has a significant effect on the performance of employees at Vocational High School Dharma Wirawan Flights in Sedati Sidoarjo. 2) Work loyalty partially has a significant effect on employee performance at Vocational High School Dharma Wirawan Flights in Sedati Sidoarjo. 3) Training partially has a significant effect on employee performance at Vocational High School Dharma Wirawan Flights in Sedati Sidoarjo. 4) Work environment, work loyalty and training simultaneously have a significant effect on employee performance at Vocational School Dharma Wirawan Flights in Sedati Sidoarjo. 5) The most dominant work environment influences the performance of employees at Vocational High School Dharma Wirawan Flights in Sedati Sidoarjo.

***Keywords: Work Environment, Work Loyalty, Training, Performance***