

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh *Compensation*, *Affective Commitment*, dan *Work Engagement* terhadap Loyalitas Kerja karyawan PT. Angkasa Pura Logistik Surabaya bagian *warehouse* domestik. Jenis penelitian adalah asosiatif. Populasi penelitian merupakan seluruh karyawan PT. Angkasa Pura Logistik Surabaya bagian *warehouse* domestik yang berjumlah 135 orang. Sedangkan sampel penelitian sebanyak 101 orang yang dihitung dengan menggunakan rumus slovin. Pengumpulan data menggunakan kuesioner dan data dianalisis dengan menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa secara simultan *Compensation*, *Affective Commitment*, dan *Work Engagement* berpengaruh signifikan terhadap Loyalitas Kerja. Besarnya pengaruh yang dimiliki oleh *Compensation*, *Affective Commitment*, dan *Work Engagement* adalah sebesar 56%, sisanya sebesar 44% merupakan pengaruh dari variabel lain yang tidak dimasukkan ke dalam penelitian. Secara parsial *Affective Commitment*, dan *Work Engagement* berpengaruh signifikan terhadap Loyalitas Kerja. Pengaruh yang paling dominan terhadap loyalitas kerja adalah *Work Engagement*.

Kata kunci : *Compensation*, *Affective Commitment*, *Work Engagement*, Loyalitas

ABSTRACT

The purpose of this study was to determine the effect of Compensation, Affective Commitment, and Work Engagement on the Work Loyalty of PT. Angkasa Pura Logistik Surabaya domestic warehouse section. This type of research is associative. The study population is all employees of PT. Angkasa Pura Logistik Surabaya domestic warehouse section, amounting to 135 people. While the research sample of 101 people were calculated using the Slovin formula. Data collection using a questionnaire and data analyzed using multiple linear regression. The results showed that simultaneously compensation, affective commitment, and work engagement had a significant effect on work loyalty. The amount of influence possessed by Compensation, Affective Commitment, and Work Engagement is 56%, the remaining 44% is the influence of other variables not included in the study. Partially, Affective Commitment and Work Engagement significantly influence Work Loyalty. The most dominant influence on work loyalty is Work Engagement

Keywords: Compensation, Affective Commitment, Work Engagement, Loyalty