

ABSTRAK

Penelitian ini dilakukan untuk mengetahui pengaruh loyalitas kerja, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan Plant Solvolysis di PT. Trias Sentosa Tbk. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh variabel loyalitas kerja, variabel disiplin kerja dan variabel lingkungan kerja terhadap variabel kinerja karyawan Plant Solvolysis di PT. Trias Sentosa Tbk. Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif yaitu penelitian yang menitik beratkan pada pengujian hipotesis dengan alat analisis statistik dan menghasilkan kesimpulan. Populasi penelitian ini adalah 30 orang merupakan karyawan Plant Solvolysis di PT. Trias Sentosa Tbk. Metode pengumpulan data menggunakan kuisioner, metode analisis yaitu analisis data (analisis deskriptif, uji validitas, uji reliabilitas), uji asumsi klasik (uji normalitas, uji multikolinieritas, uji heteroskedastisitas), uji t menggunakan SPSS 22.0 for windows. Berdasarkan analisis jalur diketahui bahwa pengaruh variabel loyalitas kerja mempunyai pengaruh langsung sebesar $4,618 > 1,176$, disiplin kerja mempunyai pengaruh langsung $2,168 > 1,176$ dan lingkungan kerja tidak berpengaruh langsung sebesar $0,300 < 1,176$ hal ini terlihat bahwa variabel loyalitas kerja dan variabel disiplin kerja berpengaruh terhadap variabel kinerja karyawan sedangkan variabel lingkungan kerja tidak berpengaruh terhadap variabel kinerja karyawan. Berdasarkan hasil uji F menunjukkan variabel loyalitas kerja, variabel disiplin kerja, variabel lingkungan kerja berpengaruh langsung terhadap variabel kinerja karyawan sebesar 25,586. Dengan demikian variabel loyalitas kerja berpengaruh terhadap variabel kinerja karyawan, variabel disiplin kerja berpengaruh terhadap variabel kinerja karyawan sedangkan variabel lingkungan kerja tidak berpengaruh terhadap variabel kinerja karyawan. variabel loyalitas kerja, variabel disiplin kerja, dan variabel lingkungan kerja berpengaruh secara bersama sama terhadap variabel kinerja karyawan.

Kata Kunci : Loyalitas Kerja, Disiplin Kerja, Lingkungan kerja dan Kinerja Karyawan

ABSTRACT

This study was conducted to determine the effect of job loyalty, work discipline and work environment on the performance of the Solvolysis Plant employees at PT. Trias Sentosa Tbk. The purpose of this study was to determine the effect of work loyalty variables, work discipline variables and work environment variables on the performance variables of Plant Solvolysis employees at PT. Trias Sentosa Tbk. This research was conducted using a quantitative approach, namely research that focuses on testing hypotheses with statistical analysis tools and produces conclusions. The population of this study were 30 people who were employees of the Solvolysis Plant at PT. Trias Sentosa Tbk. The data collection method used a questionnaire, the analysis method was data analysis (descriptive analysis, validity test, reliability test), classical assumption test (normality test, multicollinearity test, heteroscedasticity test), t test using SPSS 22.0 for windows. Based on the path analysis, it is known that the influence of work loyalty variables has a direct effect of $4,618 > 1,176$, work discipline has a direct effect of $2,168 > 1,176$ and the work environment does not have a direct effect of $0.300 < 1.176$, this shows that the variable job loyalty and work discipline variables have an effect on performance variables employees while work environment variables have no effect on employee performance variables. Based on the results of the F test, it shows that the variable job loyalty, work discipline variable, work environment variable has a direct effect on the employee performance variable by 25.586. Thus, job loyalty variables have an effect on employee performance variables, work discipline variables have an effect on employee performance variables, while work environment variables have no effect on employee performance variables. work loyalty variables, work discipline variables, and work environment variables have a joint effect on employee performance variables.

Keywords: Job Loyalty, Work Discipline, Work Environment and Employee Performance