

ABSTRAK

Untuk dapat mewujudkan tujuan perusahaan maka produktivitas kerja karyawan menjadi perhatian penting, sehingga perlu adanya peningkatan produktivitas kerja tersebut. Tujuan penelitian ini yaitu untuk mengetahui dan menganalisis pengaruh loyalitas kerja, budaya organisasi serta kompensasi terhadap produktivitas kerja karyawan PT. Ethica Industri Farmasi Kantor Cabang Surabaya. Penelitian ini merupakan penelitian kuantitatif dengan pengambilan sampel memakai metode sensus atau sampel jenuh yaitu 30 karyawan PT. Ethica Industri Farmasi Kantor Cabang Surabaya. Metode Analisis Regresi Berganda dan dilakukan pengujian Uji Validitas dan Uji Reliabilitas hasilnya valid dan reliabel, data penelitian juga telah berdistribusi normal serta lulus Uji Heteroskedastisitas dan Uji Multikolinearitas. Persamaan $Y = 0,992 + 0,387 X_1 + 0,248 X_2 + 0,338 X_3$ merupakan persamaan regresi berganda dengan loyalitas kerja sebagai variabel dominan. Angka Koefisien Determinasi (*Adjusted R Square*) yaitu 0,930 atau 93% artinya loyalitas kerja, budaya organisasi dan kompensasi secara bersama-sama memiliki kontribusi terhadap produktivitas kerja sebesar 93% sedangkan sisanya $100\% - 93\% = 7\%$ merupakan kontribusi dari variabel-variabel lain yang tidak ikut dalam penelitian ini. Kesimpulan penelitian yaitu: 1. Produktivitas kerja secara simultan serta signifikan dipengaruhi oleh loyalitas kerja, budaya organisasi serta kompensasi. 2. Produktivitas kerja secara parsial serta signifikan dipengaruhi oleh loyalitas kerja. 3. Produktivitas kerja secara parsial serta signifikan dipengaruhi oleh budaya organisasi. 4. Produktivitas kerja secara parsial serta signifikan dipengaruhi oleh kompensasi.

Kata Kunci: Loyalitas Kerja, Budaya Organisasi, Kompensasi, Produktivitas Kerja.

ABSTRACT

To be able to realize the company's goals, employee productivity is an important concern, so it is necessary to increase work productivity. The purpose of this study is to determine and analyze the effect of work loyalty, organizational culture and compensation on the work productivity of PT. Ethica Pharmaceutical Industry Surabaya Branch Office. This research is a quantitative research with sampling using the census method or a saturated sample of 30 employees of PT. Ethica Pharmaceutical Industry Surabaya Branch Office. Multiple Regression Analysis Method and Validity Test and Reliability Test were conducted. The results were valid and reliable, the research data was also normally distributed and passed the Heteroscedasticity Test and Multicollinearity Test. The equation $Y = 0.992 + 0.387 X1 + 0.248 X2 + 0.338 X3$ is a multiple regression equation with work loyalty as the dominant variable. The Coefficient of Determination (Adjusted R Square) is 0.930 or 93% meaning that work loyalty, organizational culture and compensation together have a contribution to work productivity of 93% while the remaining $100\% - 93\% = 7\%$ is a contribution from other variables who were not involved in this study. The conclusions of the study are: 1. Simultaneous and significant work productivity is influenced by work loyalty, organizational culture and compensation. 2. Work productivity is partially and significantly influenced by work loyalty. 3. Work productivity is partially and significantly influenced by organizational culture. 4. Work productivity is partially and significantly affected by compensation.

Keywords: Work Loyalty, Organizational Culture, Compensation, Work Productivity.