

ABSTRAK

Penelitian yang berjudul Analisis Jalur Pelatihan Kerja Dan Kompensasi Terhadap Prestasi Kerja Serta Dampaknya Pada Loyalitas Karyawan PT. Varia Cipta Pratama Surabaya ini bertujuan untuk menganalisis dan mengetahui pengaruh secara langsung Pelatihan Kerja dan Kompensasi terhadap Loyalitas Karyawan serta pengaruh secara tidak langsung Pelatihan Kerja dan Kompensasi terhadap Loyalitas Karyawan melalui Prestasi Kerja di PT. Varia Cipta Pratama Surabaya. Penelitian ini menggunakan jenis penelitian kuantitatif. Populasi dan sampel yang dipakai sebanyak 65 responden yang diambil dari karyawan PT. Varia Cipta Pratama Surabaya dengan menggunakan analisis data analisis jalur atau Path Analysis dengan menggunakan program computer SPSS. Hasil penelitian menunjukkan bahwa Pelatihan Kerja berpengaruh signifikan terhadap Prestasi Kerja Karyawan PT. Varia Cipta Pratama. Kompensasi berpengaruh signifikan terhadap Prestasi Kerja Karyawan PT. Varia Cipta Pratama. Pelatihan Kerja berpengaruh signifikan terhadap Loyalitas Karyawan PT. Varia Cipta Pratama. Kompensasi berpengaruh signifikan terhadap Loyalitas Karyawan PT. Varia Cipta Pratama. Prestasi Kerja berpengaruh signifikan terhadap Loyalitas Karyawan PT. Varia Cipta Pratama. Pelatihan Kerja berpengaruh signifikan terhadap Loyalitas melalui Prestasi kerja karyawan PT. Varia Cipta Pratama. Kompensasi berpengaruh terhadap signifikan Loyalitas melalui Prestasi kerja karyawan PT. Varia Cipta Pratama.

Kata Kunci : Pelatihan Kerja, Kompensasi, Prestasi Kerja dan Loyalitas Karyawan.

ABSTRACT

The study entitled of path analysis to Job Training and Compensation Against Work Performance and Its Impact on Employee Loyalty of PT. Varia Cipta Pratama Surabaya aims to analyze and determine the direct effect of Job Training and Compensation on Employee Loyalty and the indirect effect of Job Training and Compensation on Employee Loyalty through Work Achievement at PT. Varia Cipta Pratama Surabaya. This study uses a type of quantitative research. The population and sample used were 65 respondents taken from employees of PT. Varia Cipta Surabaya by using path analysis data analysis or Path Analysis using the SPSS computer program. The results showed that Job Training had a significant effect on Employee Performance at PT. Varia Cipta Pratama. Compensation has a significant effect on Employee Performance at PT. Varia Cipta Pratama. Job Training has a significant effect on Employee Loyalty of PT. Varia Cipta Pratama. Compensation has a significant effect on Employee Loyalty of PT. Varia Cipta Pratama. Job Performance has a significant effect on Employee Loyalty of PT. Varia Cipta Pratama. Job Training has a significant effect on Loyalty through PT. Varia Cipta Pratama. Compensation has a significant effect on Loyalty through the work performance of employees of PT. Varia Cipta Pratama.

Keywords: Job Training, Compensation, Job Performance and Employee Loyalty.