

## ABSTRACT

This study is intended to determine the effect of organizational culture and work environment on employee loyalty at PT. BPR Surasari Utama, Krian Sidoarjo Branch. This research was conducted using a quantitative approach, namely research that focuses on hypothesis testing with statistical analysis tools and produces generalizable conclusions. The population used in this study were all employees of PT. BPR Surasari Utama Branch of Krian Sidoarjo, amounting to 21 people. The sampling technique used in this study was a saturated sample was a census, in which all members were sampled. The sample used in this study were 21 respondents. The test tool used is multiple linear regression analysis techniques with the help of SPSS 17.0 software. From the results of the research that has been done it can be concluded that, the results of the validity test are valid, the reliability test is reliable. Multiple linear regression analysis obtained modeling, namely  $Y = 0.207 + 0.338 X1 + 0.550 X2 + e$ . From the results of the F test, it is found that the Organizational Culture (X1) and the Work Environment (X2) simultaneously have a significant effect on Employee Loyalty (Y) at PT. BPR Surasari Utama, Krian Sidoarjo Branch. From the results of the t test it can be seen that Organizational Culture (X1) and Work Environment (X2) partially have a significant and positive effect on Employee Loyalty (Y) at PT. BPR Surasari Utama, Krian Sidoarjo Branch.

*Keywords:* Organizational Culture, Work Environment, Employee Loyalty