

THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON EMPLOYEE LOYALTY WITH JOB SATISFACTION AS AN INTERVENING VARIABLE AT PT. JAYAMANDIRI GEMASEJATI BOGOR

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Abstract

Background - Human resources are one of the assets to carry out company activities and also the survival of the company. One of the key elements in human resource management is understanding how to build employee loyalty. Employee loyalty creates organizational stability, reduces employee turnover, saves recruitment costs, and maintains internal knowledge continuity.

Purpose - The purpose of this study was to test and analyze the direct and indirect effects of compensation and work environment on employee loyalty through job satisfaction at PT Jayamandiri Gemasejati Bogor.

methodology - The data used in this research is ordinal data which is converted into interval-scale metric data using the Method of Successive Interval (MSI). Data analysis was carried out using descriptive and verification analysis, as well as path analysis and Sobel Test for intervening variables.

Findings - The data used in this research is ordinal data which is converted into interval-scale metric data using the Method of Successive Interval (MSI). Data analysis was carried out using descriptive and verification analysis, as well as path analysis and Sobel Test for intervening variables.

Originality - This research makes a significant contribution in enriching our understanding of compensation, work environment, job satisfaction and employee loyalty in the field of human resources. this research also succeeded in identifying the variables of compensation, work environment, job satisfaction and employee loyalty in the company.

Keywords: Compensation, Work Environment, Job Satisfaction, Employee Loyalty
