

The Influence of the Work Environment on Employee Loyalty

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Article Info

Article history:

Received: 13 January 2025

Publish: 1 March 2025

Keywords:

Environment;
on Employee Loyalty.

Abstract

The environment and employee loyalty are a unit in the family of human resources science which certainly affects employee performance. This research uses quantitative research. The results of the study are, it can be seen that the results of testing the work environment hypothesis have a significance level of 0.000 and a calculated t value of 5.351 > t table 1.66757. So it can be concluded that Ha is accepted, so it can be said that compensation (X) has a positive and significant effect on employee loyalty because the level of significance of the compensation variable is < 0.05 (0.000 < 0.05) and the calculated t value is > t table (5.351 > 1.66757) In this research, employee work loyalty suggests that loyalty is one of the elements used in employee assessment which includes loyalty to their work, position and organization. This loyalty is reflected by the employee's willingness to protect and defend the organization inside and outside of work from being undermined by irresponsible people.

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1. INTRODUCTION

Man is the most perfect creature created by God, his position on earth is as a leader. With the intellect and mind that God has given to man, [1] then man is able to take advantage of all the natural resources on earth and in the sky to be of extraordinary benefit to meet the needs and desires of man himself. [2]

In a company, humans play the role of controlling everything within the company to be carried out according to the company's goals. Apart from controlling equipment, humans also control one person and another so that company activities can run smoothly. [3]

Facilities and work environments that can support employees in carrying out company duties will make employees feel comfortable, so that employees will try to always be involved in the company environment, in this way employee loyalty to the company will be formed. [4]

Work facilities are all the tools and materials encountered, the surrounding environment where a person works, as well as the work arrangements both as an individual and as a group. [5] From several definitions of work facilities above, the author concludes that work facilities are everything provided by the company, because these facilities are needed by employees in carrying out the tasks assigned by the company. work, methods. [6]

Loyalty can be interpreted as fidelity, devotion and trust given or directed to a person or institution, in which there is a sense of love and responsibility to try to provide the best service and behavior. [7]

Based on the description above, the author can formulate the problem that will be studied as follows, What are the work facilities and work environment of the Tooling division at PT. Padma Soode Indonesia, How is the Loyalty of Tooling division employees at PT. Padma Soode Indonesia, How big is the influence of work facilities and work environment on employee loyalty in the Tooling division at PT. Padma Soode Indonesia, Based on the existing background and problem formulation, this research was conducted with the aim, How are the work facilities and work environment of the Tooling division at PT. Padma Soode Indonesia, How is the Loyalty of Tooling division employees at PT. Padma Soode Indonesia, How big is the influence of work facilities and work environment on employee loyalty in the Tooling division at PT. Padma Soode Indonesia

2. METHOD

Research carried out to determine the value of each variable, either from one or more independent variables without making relationships or comparisons with other variables. [8]

The methodology used in this research is hypothesis testing to determine the influence of work facilities and work environment on employee loyalty at Pt Padma Soode Indonesia (Tooling Division). To obtain premier data in this research, the author used a questionnaire.

A questionnaire is a data collection technique by providing a written question or statement according to predetermined indicators before being answered by the respondent.

The author collected data using an online questionnaire (*google form*) distributed the online questionnaire link to Pt. employees. Padma Soode Indonesia. Incoming data from questionnaires that have been distributed to respondents will be processed using *Software Statistical Package for Social Sciences (SPSS)*.

3. RESULT AND DISCUSSION

In quantitative research, researchers will use instruments to collect data. Research instruments are used to measure the value of the variables that have been studied. [9] Researchers do this in order to carry out measurements aimed at producing accurate quantitative data. In this research test, the analytical tools used by the author to process data used the statistical product and service solution (SPSS) program version 22.0, Microsoft office 2010, namely Microsoft Word and Microsoft Excel. [10]

Menurut [11] The measurement scale in a study is an agreement that is used as a basic reference for determining the length and shortness of the intervals in the measuring instrument, so that if the measuring instrument is used in the measurement it will produce quantitative data. [12] The scale used in this research is the Likert scale. explains that the Likert scale is used to measure a person's attitudes, opinions and perceptions regarding social phenomena. The answer categories in the questionnaire consist of a number range from 1 to 5. The Likert scale is designed to examine how strongly the subject agrees or disagrees with the statement on the following 5-point scale: (1) Strongly Disagree (STS), (2) Disagree (TS), (3) Undecided (R), (4) Agree (S), (5) Strongly Agree (SS). [13]

From the previous analysis, it has been proven that the equation model proposed in this research meets the requirements of classical assumptions so that the equation model in this research is considered good. Simple regression analysis used to test hypotheses about the partial influence of the independent variable on the dependent variable.

The research results show that the correlation coefficient (R) is 0.542 or 54.2%. This shows that work environment variables have a strong relationship with employee loyalty. Meanwhile, the coefficient of determination (*R square*) The result obtained was 0.293 or 29.3%, meaning that the compensation variable for loyalty was 29.3%.

Meanwhile, the remainder ($100\% - 29.3\% = 70.7\%$) is influenced by other variables not included in this research.

The hypothesis in this research was tested for truth using a partial test. Testing is carried out by looking at the significance level (*value*), if the significance level resulting from the calculation is below 0.05 then the hypothesis is accepted, conversely if the significance level from the calculation results is greater than 0.05 then the hypothesis is rejected.

4. CONCLUSION

Based on the research that has been carried out, it can be seen that the results of testing the work environment hypothesis have a significance level of 0.000 and a calculated *t* value of $5.351 > t \text{ table } 1.66757$. So it can be concluded that H_a is accepted, so it can be said that compensation (X) has a positive and significant effect on employee loyalty because the level of significance of the compensation variable is < 0.05 ($0.000 < 0.05$) and the calculated *t* value is $> t \text{ table } (5.351 > 1.66757)$.

In this research, employee work loyalty suggests that loyalty is one of the elements used in employee assessment which includes loyalty to their work, position and organization. This loyalty is reflected by the employee's willingness to protect and defend the organization inside and outside of work from being undermined by irresponsible people.

Loyalty is a psychological condition that binds employees and their company and members of a large group know each other, have a strong feeling of belonging, have many friends within the company, and more broadly outside the company, there are personal relationships throughout their work.

The author concludes that employee loyalty is an employee's loyalty to the company which can be seen from the employee's willingness to maintain the company's good name and be able to participate with his colleagues in company activities and have high dedication to work and being part of the company where he works.

5. SUGGESTION

In this research, employee work loyalty suggests that loyalty is one of the elements used in employee assessment which includes loyalty to their work, position and organization. This loyalty is reflected by the employee's willingness to protect and defend the organization inside and outside of work from being undermined by irresponsible people.

6. ACKNOWLEDGMENTS

Gratitude was given to all parties who have helped this research process, from the Pertiwi University campus, the Company, the respondents who of course provided benefits and new knowledge related to the work environment to employee loyalty.

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