

ABSTRACT

Ade Rosmeliawati Gustia (2022) The influence of compensation on employees' job loyalty through job satisfaction as an intervening variable at PT. Astra Internasional Tbk. (Toyota Auto 2000) Baturaja branch. The study was under the guidance of Novie Al Muhariah, S.E., M.Si and Dahlia, S.E., M.Si.

The purpose of this research was to determine the influence of compensation on employees' job loyalty through job satisfaction as an intervening variable at PT. Astra Internasional Tbk. (Toyota Auto 2000) Baturaja branch. This research was a quantitative research. The population in this research was employees of PT. Astra Internasional Tbk. (Toyota Auto 2000) Baturaja branch with 49 respondents. The analysis method used was path analysis. The results of the research partially showed that the compensation variable (X) had an influence on employees' job loyalty (Y), job satisfaction variable (Z) had an influence on employees' job loyalty (Y), compensation variable (X) had an influence on job satisfaction (Z), and indirectly job satisfaction (Z) intervened between the compensation variable (X) to the employees' job loyalty variable (Y).

Keywords: Compensation, Job Satisfaction, Employees' Job Loyalty.

ABSTRAK

Ade Rosmeliawati Gustia (2022). Pengaruh Kompensasi Terhadap Loyalitas Kerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Astra Internasional Tbk. (Toyota Auto 2000) Cabang Baturaja. Dibimbing oleh Ibu Novie Al Muhariah, S.E.,M.Si selaku pembimbing I dan, Ibu Dahlia, S.E.,M.Si, selaku pembimbing II.

Penelitian ini dilakukan bertujuan untuk mengetahui pengaruh kompensasi terhadap loyalitas kerja karyawan melalui kepuasan kerja sebagai variabel intervening pada PT. Astra Internasional Tbk. (Toyota Auto 2000) Cabang Baturaja. Penelitian ini merupakan penelitian kuantitatif. Populasi dalam penelitian ini adalah Karyawan PT. Astra Internasional Tbk. (Toyota Auto 2000) Cabang Baturaja dengan jumlah responden sebanyak 49 responden. Metode analisis yang digunakan adalah analisis jalur (*path analysis*). Hasil penelitian menunjukkan secara parsial bahwa variabel kompensasi (X) berpengaruh terhadap loyalitas kerja karyawan (Y), variabel kepuasan kerja (Z) berpengaruh terhadap loyalitas kerja karyawan (Y), variabel kompensasi (X) berpengaruh terhadap kepuasan kerja (Z), dan Secara tidak langsung kepuasan kerja (Z) mengintervening antara variabel kompensasi (X) terhadap variabel loyalitas kerja karyawan (Y).

Kata kunci: Kompensasi, Kepuasan Kerja, Loyalitas Kerja Karyawan.