ABSTRACT

Sheli Novriyanti (2023) conducted a study titled "The Influence of Work Environment and Workload on Employees' Loyalty at PT Encar Daihatsu Baturaja,". Under the guidance of Dr. E. Yunita Sari, S.E., M.Si., and Epriyanti, S.H., MM.,.

The aim of this study was to determine the influence of work environment and workload on employees' loyalty at PT Encar Daihatsu Baturaja, with a sample size of 32. The analysis method used was quantitative.

The calculated t-value for work environment (X1) was 4.739, with a t-table value of 2.045. As the calculated t-value (4.739) was greater than the t-table value (2.045), the null hypothesis (H0) was rejected, and the alternative hypothesis (Ha) was accepted. This indicated a significant influence of work environment on employees' loyalty. Similarly, the calculated t-value for workload (X2) was 4.203, with a t-table value of 2.045. Since the calculated t-value (4.203) was greater than the t-table value (2.045), the null hypothesis (H0) was rejected, and the alternative hypothesis (Ha) was accepted. This suggested a significant influence of workload on employees' loyalty.

The calculated F-value was 164.131. This value was compared to the F-table value at a confidence level of 95% or $\alpha = 5\%$, which was 3.33. As the calculated F-value (164.131) was greater than the F-table value (3.33), the null hypothesis (H0) was rejected, and the alternative hypothesis (Ha) was accepted.

The coefficient of determination (R-square) in this study was 0.919, indicating that 91.9% of employees' loyalty (Y) at Encar Daihatsu Baturaja Branch was influenced by the work environment (X1) and workload (X2), while the remaining 8.1% was influenced by other factors not examined in this study, such as innovation and employees' performance (Chaerudin, et al., 2020:129).

Keywords: Work Environment, Workload, Employees' Loyalty

ABSTRAK

Sheli Novriyanti (2023), penelitian dengan judul Pengaruh Lingkungan Kerja dan Beban Kerja Terhadap Loyalitas Karyawan pada PT Encar Daihatsu Baturaja, Dr. E. Yunita Sari, S.E., M.Si., selaku pembimbing I dan Epriyanti, S.H.,MM., selaku pembimbing II.

Tujuan penelitian ini untuk mengetahui Pengaruh Lingkungan Kerja dan Beban Kerja Terhadap Loyalitas Karyawan pada PT Encar Daihatsu Baturaja, dengan 32 sampel, metode analisis yang digunakan adalah metode kuantitatif.

Nilai t_{hitung} Lingkungan Kerja (X_1) sebesar 4,739 dengan t_{tabel} sebesar 2,045 karena t_{hitung} (4,739) > (2,045) t_{tabel} maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan Lingkungan Kerja terhadap Loyalitas Karyawan, t_{hitung} Beban Kerja (X_1) sebesar 4,203 dengan t_{tabel} sebesar 2,045 karena t_{hitung} (4,203) > (2,045) t_{tabel} maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan Beban Kerja terhadap Loyalitas Karyawan

Nilai F_{hitung} 164,131 hasil tersebut kemudian dibandingkan dengan F_{tabel} pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 3,33. Jadi $F_{hitung} > F_{tabel}$ dimana 164,131 > 3,33 maka H_0 ditolak dan H_a diterima

Nilai koefisien determinasi *R square* pada penelitian ini adalah sebesar 0,919 yang menunjukkan pengertian bahwa Loyalitas Karyawan (Y) pada Encar Daihatsu Cabang Baturaja. dipengaruhi oleh variabel Lingkungan Kerja (X_1) dan Beban Kerja (X_2) sebesar 91,9% sedangkan sisanya 8,1% dipengaruhi faktor lain yang tidak diteliti dalam penelitian ini seperti Inovasi dan Kinerja Karyawan (Chaerudin, dkk 2020:129).

Kata kunci : Lingkungan Kerja, Beban Kerja dan Loyalitas Karyawan