THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON JOB SATISFACTION AND EMPLOYEE LOYALTY AT COMPANY X

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FOREWORD

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TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>TITLE PAGE</td>
<td>i</td>
</tr>
<tr>
<td>STATEMENT OF AUTHENTICITY</td>
<td>ii</td>
</tr>
<tr>
<td>APPROVAL PAGE</td>
<td>iii</td>
</tr>
<tr>
<td>VALIDATION PAGE</td>
<td>iv</td>
</tr>
<tr>
<td>FOREWORD</td>
<td>v</td>
</tr>
<tr>
<td>TABLE OF CONTENTS</td>
<td>vii</td>
</tr>
<tr>
<td>LIST OF TABLES</td>
<td>ix</td>
</tr>
<tr>
<td>LIST OF FIGURES</td>
<td>x</td>
</tr>
<tr>
<td>APPENDIX LIST</td>
<td>x</td>
</tr>
<tr>
<td>ABSTRACT</td>
<td>xi</td>
</tr>
<tr>
<td>CHAPTER 1 INTRODUCTION</td>
<td>1</td>
</tr>
<tr>
<td>1.1. Background</td>
<td>1</td>
</tr>
<tr>
<td>1.2. Research Questions</td>
<td>9</td>
</tr>
<tr>
<td>1.3. Objective of The Study</td>
<td>10</td>
</tr>
<tr>
<td>1.4. Significance of The Study</td>
<td>10</td>
</tr>
<tr>
<td>1.5. Writing Systematic</td>
<td>11</td>
</tr>
<tr>
<td>CHAPTER 2 LITERATURE REVIEW</td>
<td>13</td>
</tr>
<tr>
<td>2.1. Previous Research</td>
<td>13</td>
</tr>
<tr>
<td>2.2. Literature Review</td>
<td>15</td>
</tr>
<tr>
<td>2.3. Relationships among Variables</td>
<td>29</td>
</tr>
<tr>
<td>2.4. Research Framework</td>
<td>33</td>
</tr>
<tr>
<td>2.5. Hypothesis</td>
<td>33</td>
</tr>
</tbody>
</table>
CHAPTER 3 RESEARCH METHODS..............................................34
  3.1. Research Design ....................................................34
  3.2. Variable Identification, Operational Definition, and Variable Measurement .............................................34
  3.3. Types of Data and Data Sources.................................39
  3.4. Data Collection Method ............................................39
  3.5. Population, Sample, and Sampling Technique ..........40
  3.6. Data Analysis Technique ...........................................41
CHAPTER 4 ANALYSIS AND DISCUSSION .........................44
  4.1. Respondent Characteristic ........................................44
  4.2. Descriptive Statistic of Research Variables...............44
  4.3. Hypothesis Testing ..................................................51
  4.4. Data Analysis ........................................................53
  4.5. Discussion ............................................................59
CHAPTER 5 CONCLUSION AND SUGGESTION ...............63
  5.1. Conclusion ............................................................63
  5.2. Suggestion ............................................................64
REFERENCES
APPENDIX
LIST OF TABLES

Table 4.1 Characteristic Respondent Based On Age....................45
Table 4.2 Characteristic Respondent
   Based On Length of Work ......................................45
Table 4.3 Descriptive Statistics of
   Compensation Variables .......................................47
Table 4.4 Descriptive Statistic of
   Work Environment Variables .................................48
Table 4.5 Descriptive Statistic of
   Job Satisfaction Variables ....................................49
Table 4.6 Descriptive Statistic of
   Employee Loyalty Variable ....................................50
Table 4.7 Validity Test ..............................................51
Table 4.8 Reliability Test ...........................................52
Table 4.9 Regression, Correlation Coefficient, F Testing
   Compensation, Work Environment on
   Job Satisfaction ....................................................53
Table 4.10 Regression, Correlation Coefficient, F Testing
   Job Satisfaction on Employee Loyalty.......................56
Table 4. 11 Testing Hypothesis Research .................................58

LIST OF FIGURES
Picture 2.1 Research Framework........................................33

APPENDIX LIST
Appendix 1    Questionnaire
Appendix 2    Characteristic Respondent
Appendix 3    Statistic Descriptive Variable
Appendix 4    Validity Test
Appendix 5    Reliability Test
Appendix 6    Regression Analysis
Appendix 7    Questionnaire Answer
ABSTRACT

Human resources are important elements and important assets for the company in achieving the objective. One of the most important things that human resources must have is loyalty. Without loyalty, an employee can’t work wholeheartedly, so that them job can not be solved properly, and even company goals can not be achieved. Therefore, this study aims to analyze the effects of compensation and work environment on job satisfaction and employee loyalty.

This research is a quantitative research that has two hypotheses to be tested. The type of data used in the form of questionnaires. The sample used in this study is 180 respondents. The object of research is Company X. Data analysis technique used is multiple linear regression. The results of the research on Company X showed that the compensation and work environment had a significant positive effect on job satisfaction, and job satisfaction had a significant positive effect on employee loyalty.

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