

ABSTRAK

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PENGARUH LINGKUNGAN KERJA, KOMPENSASI, DAN PENGEMBANGAN KARIR TERHADAP LOYALITAS KARYAWAN MATAHARI DEPARTMENT STORE DI SALAH SATU CABANG DI JAKARTA PUSAT SERTA TINJAUANNYA DARI SUDUT PANDANG ISLAM

109 halaman + 109 halaman + 21 tabel + 3 gambar dan 1 lampiran

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan Kerja, Kompensasi, dan Pengembangan Karir terhadap Loyalitas Karyawan serta Tinjauannya dari Sudut Pandang Islam. Populasi dalam penelitian ini adalah Karyawan Matahari Department Store di salah satu cabang di Jakarta Pusat. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah *metode purposive sampling*. Jumlah responden pada penelitian ini sebanyak 115 orang karyawan. Data dikumpulkan dengan menggunakan metode survey dengan instrument kuesioner. Metode analisis data yang digunakan yaitu analisis regresi linier berganda.

Hasil penelitian menunjukkan bahwa: (1) secara parsial lingkungan kerja berpengaruh positif dan signifikan terhadap loyalitas karyawan Matahari Department Store. (2) secara parsial kompensasi berpengaruh positif dan signifikan terhadap loyalitas karyawan Matahari Department Store. (3) secara parsial pengembangan karir berpengaruh tidak signifikan terhadap loyalitas karyawan Matahari Department Store. (4) secara simultan seluruh variabel independen memiliki pengaruh yang signifikan terhadap loyalitas karyawan Matahari Department Store. Nilai $adj R^2$ sebesar 0,686 menunjukkan bahwa variasi pada variabel independen yang digunakan pada penelitian ini berperan terhadap variasi pada variabel dependen.

Lingkungan Kerja, Kompensasi, dan Pengembangan Karir di Matahari Department Store sudah sesuai dengan nilai-nilai Islam.

Kata Kunci : Lingkungan Kerja, Kompensasi, Pengembangan Karir, Loyalitas Karyawan, Islam

ABSTRACT

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THE INFLUENCE OF WORK ENVIRONMENT, COMPENSATION, AND CAREER DEVELOPMENT ON EMPLOYEE'S LOYALTY AT ONE OF MATAHARI DEPARTMENT STORE BRANCH IN CENTRAL JAKARTA AND ITS'S OVERVIEW FROM ISLAMIC PERSPECTIVE

109 pages + 109 pages + 21 tables + 3 pictures and 1 attachment

Abstract

This research aims to understand the effect of Work Environment, Compensation, and Career Development on Employee Loyalty and it's overview from Islamic perspective. The population on this research are employees from one of Matahari Department Store branch in Central Jakarta.. The samples are gathered usinb purposive sampling techniques with total of 115 respondents. Data were collected using a survey method with a questionnaire instrument. Data analysis method used is multiple linear regression analysis.

The results showed that: (1) partially the work environment had a positive and significant effect on the loyalty of Matahari Department Store employees. (2) partially compensation has a positive and significant effect on the loyalty of Matahari Department Store employees. (3) partially career development has no significant effect on the loyalty of Matahari Department Store employees. (4) Simultaneously all independent variables have a significant effect on the loyalty of Matahari Department Store employees. The adj R² value of 0.686 indicates that variations in the independent variables used in this study contributes to variations in the dependent variable.

Work environment, compensation, and career development at Matahari Department Store aligns with Islamic values.

Keywords : *Work Environment, Compensation, Career Development, Employee Loyalty, Islam*