

ABSTRAK

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Pengaruh Motivasi, Stres Kerja Dan Kepuasan Gaji Terhadap Loyalitas Karyawan Pada PT TASPEN (Persero) Kantor Pusat Serta Tinjauannya Dari Sudut Pandang Islam.

117 halaman + xvii halaman + 27 tabel + 3 gambar dan 4 lampiran

Uraian Abstrak

Penelitian ini dilakukan dengan tujuan untuk menguji pengaruh motivasi, stres kerja dan kepuasan gaji terhadap loyalitas karyawan pada PT TASPEN (Persero) Kantor Pusat. Populasi dari penelitian ini adalah seluruh karyawan di divisi sumber daya manusia dan divisi perencanaan dan pengembangan bisnis PT TASPEN (Persero) Kantor Pusat. Teknik pengambilan sampel yang digunakan adalah teknik *probability sampling* yaitu sampel jenuh/sensus. Jumlah responden dalam penelitian ini sebanyak 62 responden. Data dikumpulkan dengan menggunakan metode *survey* dengan instrumen kuesioner.

Metode analisis data yang digunakan yaitu analisis regresi berganda. Pengujian secara statistik dilakukan dengan dua cara yaitu pengujian secara parsial (uji t) dan secara simultan (uji F). Hasil penelitian menunjukkan bahwa: (1) motivasi secara parsial berpengaruh positif dan signifikan terhadap loyalitas karyawan, (2) stres kerja secara parsial berpengaruh negatif dan signifikan terhadap loyalitas karyawan, (3) kepuasan gaji secara parsial berpengaruh positif dan signifikan terhadap loyalitas karyawan, (4) secara simultan seluruh variabel independen berpengaruh dan signifikan terhadap loyalitas karyawan.

Dalam sudut pandang Islam, PT TASPEN (Persero) telah menerapkan prinsip-prinsip syariah dalam hal memberikan motivasi, mengurangi stres kerja dan kepuasan gaji sehingga loyalitas karyawannya sangat baik.

Kata Kunci : Motivasi, Stres Kerja, Kepuasan Gaji dan Loyalitas Karyawan

ABSTRACT

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The Influence of Motivation, Job Stress and Salary Satisfaction on Employee Loyalty at PT TASPEN (Persero) Head Office and its Overview from the Islamic Point of View.

117 pages + xvii pages + 27 tables + 3 pictures + and 4 attachments

ABSTRACT

This research was conducted with the aim to examine the effect of motivation, work stress and salary satisfaction on employee loyalty at PT TASPEN (Persero) Head Office. The population of this study is all employees in the human resources division and the planning and business development division of PT TASPEN (Persero) Head Office. The sampling technique used is a probability sampling technique that is saturated / census sample technique. The number of respondents in this study were 62 respondents. Data were collected using survey methods with questionnaire instruments.

The data analysis method used is multiple regression analysis. Statistic testing is done in two ways, namely partial testing (t test) and simultaneously (F test). The results showed that: (1) motivation partially had a positive and significant effect on employee loyalty, (2) work stress partially had a negative and significant effect on employee loyalty, (3) salary satisfaction partially had a positive and significant effect on employee loyalty, (4) simultaneously all independent variables influence and significant affect on employee loyalty.

In the Islamic perspective, PT TASPEN (Persero) has implemented sharia principles in terms of providing motivation, reducing work stress and salary satisfaction so that employee loyalty is very good.

Keywords: *Motivation, Job Stress and Salary Satisfaction and Employee Loyalty.*