

ABSTRAK

PENGARUH PENGALAMAN KERJA, KEPUASAN KERJA, DAN LINGKUNGAN KERJA TERHADAP LOYALITAS KARYAWAN PT. VALE INDONESIA

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh pengalaman kerja, kepuasan kerja, dan lingkungan kerja terhadap loyalitas karyawan PT. Vale Indonesia, (2) pengaruh pengalaman kerja terhadap loyalitas karyawan PT. Vale Indonesia, (3) pengaruh kepuasan kerja terhadap loyalitas karyawan PT. Vale Indonesia, (4) pengaruh lingkungan kerja terhadap loyalitas karyawan PT. Vale Indonesia. Teknik pengambilan sampel menggunakan *purposive sampling*. Data diperoleh dengan membagikan kuesioner kepada 102 responden. Teknik analisis data dalam penelitian ini adalah Regresi Linier Berganda dengan menggunakan perangkat lunak *SPSS 22*. Hasil penelitian ini menunjukkan bahwa: (1) Pengalaman kerja berpengaruh terhadap loyalitas karyawan, (2) Kepuasan kerja berpengaruh terhadap loyalitas karyawan, (3) Lingkungan kerja berpengaruh terhadap loyalitas karyawan, (4) Pengalaman kerja, kepuasan kerja dan lingkungan kerja secara bersama-sama berpengaruh terhadap loyalitas kerja.

Kata kunci: Pengalaman Kerja, Kepuasan Kerja Karyawan, Lingkungan Kerja dan Loyalitas

ABSTRACT

**THE INFLUENCE OF WORK EXPERIENCE, JOB SATISFACTION, AND WORK ENVIRONMENT ON EMPLOYEE LOYALTY
A STUDY ON EMPLOYEES OF PT. VALE INDONESIA**

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This study aims to determine: (1) the influence of work experience, job satisfaction, and work environment on employee loyalty of PT Vale Indonesia, (2) the influence of work experience on employee loyalty of PT. Vale Indonesia, (3) the influence of job satisfaction on employee loyalty of PT. Vale Indonesia, (4) the influence of work environment on employee loyalty of PT. Vale Indonesia. The sampling technique used was purposive sampling. Data were obtained by distributing questionnaires to 102 respondents. The data analysis technique used in this study was Multiple Linear Regression using SPSS 22 software. The results of this study indicate that: (1) work experience influenced employee loyalty, (2) job satisfaction influenced employee loyalty, (3) the work environment influenced employee loyalty, (4) work experience, job satisfaction and work environment simultaneously influenced work loyalty.

Keywords: *Work Experience, Employee Job Satisfaction, Work Environment and Loyalty*

