

ABSTRAK

KEBERLANJUTAN ORGANISASI DI PT TIMAH KARYA PERSADA PROPERTI: PERAN LOYALITAS KARYAWAN, KEPEMIMPINAN, DAN KEPUASAN KERJA

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2024

Penelitian ini bertujuan untuk mengetahui: 1) pengaruh loyalitas karyawan terhadap keberlanjutan organisasi di PT Timah Karya Persada Properti, 2) pengaruh kepemimpinan terhadap keberlanjutan organisasi di PT Timah Karya Persada Properti, 3) pengaruh kepuasan kerja terhadap keberlanjutan organisasi di PT Timah Karya Persada Properti. Data diperoleh dari dokumen PT Timah Karya Persada Properti dan kuesioner. Responden sebanyak 61 karyawan tetap PT Timah Karya Persada Properti. Metode penelitian menggunakan jenis penelitian kuantitatif dan teknik pengambilan sampel menggunakan sampel jenuh atau sensus. Analisis data menggunakan Analisis Regresi Linear Berganda dengan SPSS Statistic 23. Hasil dari penelitian ini adalah: 1) loyalitas Karyawan secara parsial berpengaruh terhadap keberlanjutan organisasi di PT Timah Karya Persada Properti, 2) kepemimpinan secara parsial tidak berpengaruh terhadap keberlanjutan organisasi di PT Timah Karya Persada Properti, 3) kepuasan Kerja secara parsial berpengaruh terhadap keberlanjutan organisasi di PT Timah Karya Persada Properti.

Kata kunci: Keberlanjutan Organisasi, Loyalitas Karyawan, Kepemimpinan, Kepuasan Kerja.

ABSTRACT

ORGANIZATIONAL SUSTAINABILITY AT PT TIMAH KARYA PERSADA PROPERTI: THE ROLE OF EMPLOYEE LOYALTY, LEADERSHIP AND JOB SATISFACTION

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This research aims to determine: 1) the influence of employee loyalty on organizational sustainability at PT Timah Karya Persada Properti, 2) the influence of leadership on organizational sustainability at PT Timah Karya Persada Properti, 3) the influence of job satisfaction on organizational sustainability at PT Timah Karya Persada Properti. Data were obtained from PT Timah Karya Persada Properti via documents and questionnaires. Respondents were 61 permanent employees of PT Timah Karya Persada Properti. The research method used was quantitative research and the sampling technique uses a saturated sample or census. The data analysis technique used was Multiple Linear Regression Analysis with SPSS Statistics 23. The results of this research are: 1) Employee loyalty partially influences organizational sustainability at PT Timah Karya Persada Properti, 2) partially leadership does not influence organizational sustainability at PT Timah Karya Persada Property, 3) Job satisfaction partially influences organizational sustainability at PT Timah Karya Persada Properti.

Keywords: Organizational Sustainability, Employee Loyalty, Leadership, Job Satisfaction.