

***The Effect of Career Development and Work Discipline on Employee Loyalty of
Catur Sentosa Adiprana Public Company***

Abstract

This research is using quantitative study aimed to see whether if there is an effect of career development and work discipline on the employee loyalty or not. The research object used in this study is Catur Sentosa Adiprana Public Company consisting 44 administrative or back office employees assigned to the head office, Jakarta. By using saturated sample technique, researcher obtained 44 sample units. Data recorded in this study was analyzed using validity, reliability, and R^2 testing and the hypothesis was tested using t-Testing and F-Testing. Both data analysis and hypothesis testing was performed by Partial Least Square or SmartPLS 3.0 program. The results of this study indicated that (1) career development has a significant positive effect on loyalty with a t-count value of 5,096 > t-table 2,019 partially, (2) work discipline has a significant positive effect on loyalty with a t-count value of 3,216 > t-table 2,019 partially, also (3) career development and work discipline have a significant positive effect on employee loyalty with the F-count 16,428 > F-table 3,225 simultaneously. According to the results of the coefficient of determination test, namely R^2 74.3%, and Adjusted R^2 73%, it is true that the management of career development and good work discipline will be in line with increasing the loyalty of employees of generation X and Y at Catur Sentosa Adiprana Public Company.

Keywords: *Career Development, Work Discipline, and Employee Loyalty.*

Pengaruh Pengembangan Karier dan Disiplin Kerja terhadap Loyalitas Karyawan PT Catur Sentosa Adiprana Tbk.

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Abstrak

Penelitian ini menggunakan studi kuantitatif yang bertujuan untuk melihat apakah ada pengaruh pengembangan karier dan disiplin kerja terhadap loyalitas karyawan atau tidak. Objek yang digunakan dalam penelitian ini adalah Perusahaan Umum Catur Sentosa Adiprana yang terdiri dari 44 orang karyawan administratif atau *back office* yang ditempatkan di kantor pusat, Jakarta. Menggunakan teknik sampel jenuh, peneliti memperoleh 44 unit sampel. Seluruh data pada penelitian ini dianalisis menggunakan uji validitas, reliabilitas, dan R^2 (*R-Square*) sementara hipotesis diuji menggunakan Uji-t dan Uji-F. Proses analisis data dan pengujian hipotesis dilakukan dengan *Partial Least Square* atau SmartPLS 3.0. Hasil penelitian menunjukkan bahwa (1) pengembangan karier berpengaruh positif signifikan terhadap loyalitas dengan nilai $t_{\text{hitung}} 5,096 > t_{\text{tabel}} 2,019$ secara parsial, (2) disiplin kerja berpengaruh positif signifikan terhadap loyalitas dengan nilai $t_{\text{hitung}} 3,216 > t_{\text{tabel}} 2,019$ secara parsial, dan (3) pengembangan karier dan disiplin kerja berpengaruh positif signifikan terhadap loyalitas karyawan dengan nilai $F_{\text{hitung}} 16,428 > F_{\text{tabel}} 3,225$ secara simultan. Sesuai hasil uji koefisien determinasi, yaitu R^2 74,3%, dan Adjusted R^2 73%, terbukti benar bahwa pengelolaan pengembangan karier dan disiplin kerja yang baik akan selaras dengan peningkatan loyalitas karyawan generasi X dan Y di PT Catur Sentosa Adiprana, Tbk.

Kata Kunci: Pengembangan Karier, Disiplin Kerja, dan Loyalitas Karyawan.