

THE INFLUENCE OF COMPENSATION, WORK MOTIVATION, AND WORK ENVIRONMENT ON WORK LOYALTY OF THE MILLENNIAL GENERATION IN THE ADMINISTRATIVE CITY OF WEST JAKARTA

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Abstrac

This study aims to determine the effect of compensation on the work loyalty of the millennial generation in the city of West Jakarta Administration, the work motivation of the millennial generation in the administrative city of West Jakarta and the work loyalty of the millennial generation in the administrative city of West Jakarta, as well as the work environment on the work loyalty of the millennial generation in the city of West Jakarta. West Jakarta administration. The population selected in this study is the millennial generation who work and live in the administrative city of West Jakarta. The selected sample collection technique is non-probability sampling with the type of purposive sampling. The source of data in this study was obtained from distributing questionnaires to 100 respondents. The analytical tool used to assist this research is SmartPLS 3.0. Furthermore, the results given in this study are (1) compensation has a significant effect on work loyalty. (2) work motivation has no significant effect on work loyalty. (3) the work environment has no significant effect on work loyalty.

Keywords: Compensation, Work Motivation, Work Environment and Work Loyalty.

PENGARUH KOMPENSASI, MOTIVASI KERJA, DAN LINGKUNGAN KERJA TERHADAP LOYALITAS KERJA GENERASI MILENIAL DI KOTA ADMINISTRASI JAKARTA BARAT

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi terhadap loyalitas kerja generasi milenial di kota Administrasi Jakarta Barat, motivasi kerja loyalitas kerja generasi milenial di kota Administrasi Jakarta Barat dan loyalitas kerja generasi milenial di kota Administrasi Jakarta Barat, serta lingkungan kerja terhadap loyalitas kerja generasi milenial di kota administrasi Jakarta Barat. Populasi yang dipilih ialah generasi milenial yang bekerja dan berdomisili di kota Administrasi Jakarta Barat. Teknik pengambilan sampel adalah memakai metode non probability sampling melalui jenis purposive sampling. Sumber data survei ini dikumpulkan dengan menyebarkan kuesioner kepada 100 responden. Alat yang dipakai untuk analisa penelitian ini ialah *SmartPLS 3.0*. Dan hasil yang didapatkan penelitian ini yaitu (1) kompensasi mempunyai pengaruh signifikan terhadap loyalitas kerja. (2) motivasi kerja tidak mempunyai pengaruh signifikan terhadap loyalitas kerja. (3) dan lingkungan kerja tidak mempunyai pengaruh signifikan terhadap loyalitas kerja.

Kata Kunci : Kompensasi, Motivasi Kerja, Lingkungan Kerja dan Loyalitas Kerja