

**PENGARUH KOMPENSASI, PENGEMBANGAN KARIR DAN
KEPUASAN KERJA TERHADAP LOYALITAS KARYAWAN
DI PT. DOK & PERKAPALAN KODJA BAHARI
KANTOR PUSAT JAKARTA**

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Abstrak

Penelitian dilakukan untuk mengetahui dan menganalisis pengaruh kompensasi, pengembangan karir dan kepuasan kerja terhadap loyalitas karyawan di PT. Dok & Perkapalan Kodja Bahari (Persero).

Dalam penelitian jumlah sampel sebanyak 67 responden dari populasi sebanyak 205 karyawan. Penelitian menggunakan *Path Analysis*, Variabel yang diteliti adalah Kompensasi (X_1), Pengembangan Karir (X_2), dan Kepuasan Kerja (X_3) sebagai variabel independen, sedangkan Loyalitas Karyawan merupakan variabel terikat (Y). Hasil penelitian sebagai berikut: a). Kompensasi berpengaruh langsung positif terhadap Kepuasan Kerja sebesar 33,64%. b). Pengembangan Karir berpengaruh langsung positif terhadap Kepuasan Kerja sebesar 5,29%. c). Kompensasi berpengaruh langsung positif terhadap Loyalitas Karyawan sebesar 11,56%. d). Pengembangan Karir berpengaruh langsung positif terhadap Loyalitas Karyawan sebesar 6,25%. e). Kepuasan Kerja berpengaruh langsung positif terhadap Loyalitas Karyawan sebesar 16,81%. Berdasarkan hasil penelitian disimpulkan bahwa variabel Kepuasan Kerja berpengaruh langsung secara dominan terhadap Loyalitas karyawan di PT. Dok & Perkapalan Kodja Bahari.

Kata Kunci: Kompensasi, Pengembangan Karir, Kepuasan Kerja, Loyalitas Karyawan

**INFLUENCE OF COMPENSATION, CAREER
DEVELOPMENT AND JOB SATISFACTION TO EMPLOYEE
LOYALTY AT PT. DOK & PERKAPALAN KODJA BAHARI,
HEAD OFFICE, JAKARTA**

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Abstract

The purpose of the research is to determine and analyze the influence of Compensation, Career Development, and Job Satisfaction to Employee Loyalty at PT. Dok & Perkapalan Kodja Bahari, Head Office, Jakarta. Research using the Path Analysis. In the study the total sample of 67 respondents. The variables studied were the compensation (X_1), Career Development (X_2), and Job Satisfaction (X_3) as the independent variable, while Employee Loyalty is the dependent variable (Y). The results of the study as follows: a) Compensation significant direct effect on the Employee Loyalty by 33,64%. b) Career Development significant direct effect on Job Satisfaction by 5,29%. c) Compensation direct effect on Employee Loyalty by 11,56%. d) Career Development significant direct effect on Employee Loyalty by 6,25 %. e) Job Satisfaction significant direct effect on Employee Loyalty by 16,81%. Based on the result of study, concluded that the results of job satisfaction variables directly affect predominantly Employee Loyalty of PT. Dok & Perkapalan Kodja Bahari.

Keywords: Compensation, Career Development, Job Satisfaction, Employee Loyalty