

**THE EFFECT OF COMPENSATION
AND WORK ENVIRONMENT ON
JOB SATISFACTION AND
EMPLOYEE LOYALTY
AT COMPANY X**



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FACULTY OF BUSINESS
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SURABAYA
2018**

The effect of compensation and work environment on job
satisfaction and employee loyalty at Company X

THESIS

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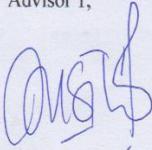
THESIS

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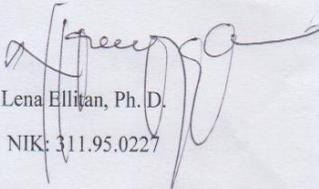
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FOREWORD

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Surabaya, August 2018

Aditya Eko Hadimulyo

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ABSTRACT

Human resources are important elements and important assets for the company in achieving the objective. One of the most important things that human resources must have is loyalty. Without loyalty, an employee can't work wholeheartedly, so that their job can not be solved properly, and even company goals can not be achieved. Therefore, this study aims to analyze the effects of compensation and work environment on job satisfaction and employee loyalty.

This research is a quantitative research that has two hypotheses to be tested. The type of data used is in the form of questionnaires. The sample used in this study is 180 respondents. The object of research is Company X. Data analysis technique used is multiple linear regression. The results of the research on Company X showed that the compensation and work environment had a significant positive effect on job satisfaction, and job satisfaction had a significant positive effect on employee loyalty.

Keywords : Compensation, Work Environment, Job Satisfaction, Employee Loyalty.