

**ABSTRACT**  
**EFFECT OF IMPLEMENTATION OF WORK AGREEMENTS,  
COMPENSATION, AND WORK ENVIRONMENT ON EMPLOYEE  
LOYALTY WITH JOB SATISFACTION AS INTERVENING VARIABLE  
(For Wedding Organizer Employees in the City of Tasikmalaya for the 2020  
Period)**

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*The objectives of this research were to determine and analyze the effect of the implementation of employment agreement, compensation, and work environment, on employee loyalty with job satisfaction as an intervening variable on wedding organizers in Tasikmalaya City for the period 2020. The research method used a survey, the data obtained directly through a questionnaire. to 67 respondents from wedding organizer employees in Tasikmalaya City. The analytical method used is the mediating variable regression analysis with the Product of Coefficient Method. Based on the research results, it is known that simultaneously employment agreement, compensation and work environment have a significant effect on employee loyalty through job satisfaction as an intervening variable. employment agreement partially has no significant effect on job satisfaction, compensation partially has a significant effect on job satisfaction, work environment has a significant effect on job satisfaction and employee job satisfaction has a significant effect on employee loyalty*

*Keywords: Employment agreement, Compensation, Work Environment, Job Satisfaction, Employee Loyalty*

## **ABSTRAK**

### **PENGARUH IMPLEMENTASI PERJANJIAN KERJA, KOMPENSASI, DAN LINGKUNGAN KERJA TERHADAP LOYALITAS KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING**

**(Pada Karyawan *Wedding Organizer* di Kota Tasikmalaya Periode 2020)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh implementasi perjanjian kerja, kompensasi, dan lingkungan kerja, terhadap loyalitas karyawan dengan kepuasan kerja sebagai variabel intervening pada *wedding organizer* di Kota Tasikmalaya periode 2020. Metode penelitian yang digunakan adalah survey, data yang diperoleh langsung melalui kuesioner kepada 67 responden dari karyawan *wedding organizer* di Kota Tasikmalaya. Metode analisis yang digunakan adalah analisis regresi variabel mediasi dengan Metode *Product of Coefficient*. Berdasarkan hasil penelitian diketahui bahwa secara simultan perjanjian kerja, kompensasi dan lingkungan kerja berpengaruh signifikan terhadap loyalitas karyawan melalui kepuasan kerja sebagai variabel intervening. Perjanjian kerja secara parsial tidak berpengaruh signifikan terhadap kepuasan kerja, kompensasi secara parsial berpengaruh signifikan terhadap kepuasan kerja, lingkungan kerja berpengaruh signifikan terhadap kepuasan kerja dan kepuasan kerja karyawan berpengaruh signifikan terhadap loyalitas karyawan.

Kata Kunci: Perjanjian Kerja, Kompensasi, Lingkungan Kerja, Kepuasan kerja, Loyalitas Karyawan