ABSTRACT
THE EFFECT OF JOB CHARACTERISTICS
AND ORGANIZATIONAL CLIMATE ON LOYALTY EMPLOYEE
AT PT SRIWIJAYA CARGO TAMA

By

Aisha Nadira Putri Irawan

193402095

Guidance:

Alfin Nur Fahmi Mufreni

Indi Ramadhani

The aims of this reseach were to determine job characteristics, organizational climate amd loyalty employee PT Sriwijaya Cargo Tama and analyze the effect of job characteristics, and organizational climate on loyalty employee at PT Sriwijaya Cargo Tama. The research method used was a survey method, the data obtained directly through a questionnaire to 56 respondents taken from employee operational as driver at PT Sriwijaya Cargo Tama. Sampling using Non Probability Random Sampling and analysis method used in this study is path analysis.

Based on the results of the study, it was known that job characteristicis included in the very good classification, organizational climate was included in the good classification, and the loyalty employee was included in the very high classification. Simultaneously and partial, job characteristics, organizational climate and loyalty employee have a significant and positive effect on the loyalty employees PT Sriwijaya Cargo Tama.

Key Word: Job Characteristics, Organizatinal Climate, Loyalty Employee.

ABSTRAK
PENGARUH KARAKTERISTIK PEKERJAAN
DAN IKLIM ORGANISASI TERHADAP LOYALITAS
KARYAWAN PT SRIWIJAYA CARGO TAMA

Oleh

Aisha Nadira Putri Irawan

193402095

Dibawah Bimbingan:

Alfin Nur Fahmi Mufreni

Indi Ramadhani

Penelitian ini bertujuan untuk mengetahui karakteristik pekerjaan, iklim organisasi dan loyalitas karyawan PT Sriwijaya Cargo Tama dan menganalis pengaruh karakteristik pekerjaan dan iklim organisasi terhadap loyalitas karyawan pada PT Sriwijaya Cargo Tama. Metode penelitian yang digunakan adalah metode survey, data yang diperoleh langsung melalui menyebarkan kuesioner kepada 56 responden yang diambil dari karyawan operasional yaitu sopir PT Sriwijaya Cargo Tama. Penarikan sampel menggunakan *Non Probability Sampling* dan metode analisis yang digunakan dalam penelitian ini adalah *path analysis*.

Berdasarkan hasil penelitian diketahui bahwa karakteristik pekerjaan karyawan termasuk dalam klasifikasi sangat baik, iklim organisasi pada perusahaan termasuk dalam klasifikasi baik, Loyalitas termasuk dalam klasifikasi sangat tinggi. Secara simultan dan parsial dapat disimpulkan bahwa karakteristik pekerjaan dan iklim organisasi berpengaruh terhadap loyalitas karyawan PT Sriwijaya Cargo Tama.

Kata kunci: Karakteristik Pekerjaan, Iklim Organisasi, Loyalitas Karyawan.