

## Effect of Compensation, Work Environment, and Teamwork on Employee Loyalty of PT Agung Berkas Bintatar Abadi

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### Abstract

*The purpose of this study was to determine the effect that compensation (X1), work environment (X2), and teamwork (X3) had on employee loyalty (Y) at PT Agung Berkas Bintatar Abadi. The population for this study comprised all 78 workers of PT Agung Berkas Bintatar Abadi. The sample size was calculated to be 78 respondents. This study took place in 2022. This study analyzed quantitative data using SPSS multiple linear regression models. The findings indicated that salary, work environment, and teamwork all had a favorable and substantial influence on PT Agung Berkas Bintatar Abadi's employee loyalty, both partly and concurrently. Compensation was the most influential factor in determining employee loyalty. Employee loyalty can be attributed to compensation, work environment, and teamwork 95.6 percent of the time, with the remainder attributed to other factors. Employee loyalty was inversely related to salary, work environment, and teamwork.*

### Keywords

compensation; work environment; teamwork; employee loyalty



## I. Introduction

Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020).

Recognizing the critical nature of human resources in the modern global period is critical since one of the company's goals should be to increase employee quality and loyalty. The human resources department aids managers in recruiting, training, developing, assessing, managing, and keeping high-quality and loyal personnel in order to accomplish their objectives (Widyani & Utami, 2021). According to Soegandhi (2018), loyalty is the willingness of employees with all their abilities, skills, thoughts, and time to help the company achieve its goals, keep its secrets, and not do anything bad for the company while they work there.

PT Agung Berkas Bintatar Abadi is a wood processing firm that converts logs into a variety of semi-finished and ready-to-use wood products. This firm manufactures a variety of wood products that are utilized in a variety of sectors, most notably the furniture industry. In addition, the company makes a lot of wood that can be exported to different stores.

The majority of PT Agung Berkas Bintatar Abadi's personnel are manufacturing workers who depend only on their capabilities and lack of specialized skills. Few workers have specialized talents. Many workers believe their tasks and jobs are rather tough. Because employees must expend a great deal of energy and the work environment is dusty, many employees feel uneasy and resign in search of a more suitable employer. Almost

every month, there is a turnover (a cessation of work) due to workers seeking new employment. This demonstrates a low degree of employee engagement, which means they are disinclined to remain with the organization. By 2021, 48 workers will have resigned. Most people who quit are new employees who have worked for less than a month and don't like their jobs or the work they have to do.

PT Agung Berkah Bintatar Abadi's compensation package is now not excessive for its workers, particularly for new hires. Employees who have worked for a long period of time are compensated quite well. There is no provision for health insurance; only BPJS employment is available. The majority of employees are temporary workers who have not been hired on a permanent basis. Intangible pay, like the chance to become a permanent employee, is available to workers who have worked for a long time.

PT Agung Berkah Bintatar Abadi's work environment is highly unclean and dusty, owing mostly to the wood cutting process, which results in a lot of gray debris floating about and requires employees to wear masks all day. Because the company is aware of how bad the air is, it has taken steps to get rid of the dust, keep the air clean, and keep the temperature stable by adding air circulation systems.

PT Agung Berkah Bintatar Abadi's employees are now separated into numerous groups, each of which is headed by a foreman. Each subgroup is directed by a foreman, and each team is led by a leader. Each team is assigned distinct responsibilities that pertain to certain aspects of the project. Each team member must be cohesive and cooperative in order to perform given responsibilities on time. Here, the corporation requires the foreman's job to monitor the activities and work of his subordinates in order for them to collaborate and complete duties effectively. However, effective cooperation takes time to develop, particularly when there are so many workers that there are still frictions, disputes, individuality, and so on, which are often the source of conflict amongst employees. This causes workers' work to be disturbed.

In light of the above, different formulations of the issue were chosen for this study:

1. Does compensation partially have a positive and significant effect on employee loyalty at PT Agung Berkah Bintatar Abadi?
2. Does the work environment partially have a positive and significant effect on employee loyalty at PT Agung Berkah Bintatar Abadi?
3. Does teamwork partially have a positive and significant effect on employee loyalty at PT Agung Berkah Bintatar Abadi.
4. Do compensation, work environment, and teamwork simultaneously have a positive and significant effect on employee loyalty of PT Agung Berkah Bintatar Abadi.

## **II. Review of Literature**

### **2.1 Employee Loyalty**

According to Soegandhi (2018), loyalty refers to an employee's willingness to contribute all of his or her abilities, skills, thoughts, and time to achieving organizational goals, maintaining organizational secrets, and refraining from actions that harm the organization for as long as the employee remains an employee. Work loyalty is established, according to Soegandhi (2018), when workers are satisfied in their jobs by meeting basic needs and feel at ease working in a firm.

Additionally, Soegandhi (2018) claims that various variables impact employee loyalty, including job satisfaction, salary, communication, a pleasant work environment, career growth, employee training and education, occupational health and safety, and teamwork. Sekyi, Boakye, and Ankumah (2016) discuss numerous aspects affecting

employee loyalty, including career development policies and programs, compensation and benefit structures, work environment, teamwork, employee communication and engagement, and connections with superiors. According to Soegandhi (2018), there are five signs of employee work loyalty: employee presence, employee participation, employee pride, employee love, and employee obedience.

## **2.2 Compensation**

According to Dessler (2017), employee compensation encompasses all types of money or presents made to workers as a result of their labor. Employees mostly labor to meet their everyday requirements. If workers' demands are not met while they are employed, they will seek alternative employment opportunities. On the other hand, if the compensation offered by the firm is sufficient to suit workers' demands, it will be very difficult for employees to cease working and not consider seeking other employment.

Ma'ruf (2021), and Fazrin & Yusuf (2021) all demonstrate that compensation has a positive and substantial influence on employee loyalty, implying that increasing salary increases employee loyalty considerably.

## **2.3 The Environment of Employment**

Nitisemito (2016) says that the work environment encompasses everything that surrounds the worker and might have an effect on how he or she performs the given responsibilities. Given the extensive range of staff tasks involved in accomplishing the company's objectives, one of which is environmental comfort, Employee loyalty may be triggered by a comfortable work environment, where workers feel at ease and are not bothered by their work environment. A comfortable work environment, which includes both physical aspects such as lighting, temperature, color, and layout, as well as non-physical aspects such as relationships between coworkers and superiors, makes employees feel at home, and this comfort prevents employees from considering looking for another job.

According to Asriandi, Gani, and Hasbi (2018), Putra & Sriathi (2019), and Sari & Karnadi (2019), the work environment has a positive and substantial effect on employee loyalty, implying that a favorable work environment considerably increases employee loyalty.

## **2.4 Teamwork**

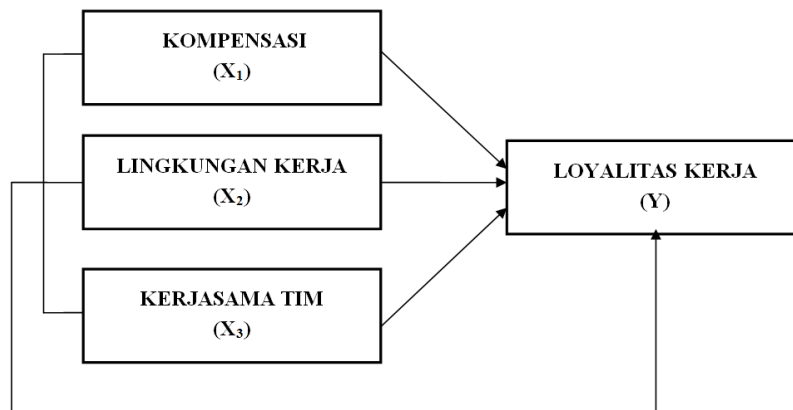
Manurung (2018) defines teamwork as the capacity to collaborate in pursuit of a shared objective and the ability to channel individual accomplishments toward corporate goals. Teamwork is the catalyst that propels ordinary individuals to amazing heights. Effective teamwork encourages the development of cohesion among employees, resulting in emotional relationships and a strong feeling of compassion among coworkers. This encourages workers to remain loyal to the firm without the urge to pursue other employment and to utilize their talents to the fullest degree feasible to help the company realize its objectives.

Setiawan (2018), Thamrin (2019), and Ginting (2021) all show that teamwork has a positive and significant effect on employee loyalty, which means that more and more strong cooperation increases employee loyalty a lot.

Based on the theory and the outcomes of prior investigations, the following assumptions were developed in this study:

- H1: Compensation partially has a positive and significant effect on employee loyalty at PT Agung Berkat Bintatar Abadi.
- H2: The work environment partially has a positive and significant effect on employee loyalty at PT Agung Berkat Bintatar Abadi.
- H3: Teamwork partially has a positive and significant effect on employee loyalty at PT Agung Berkat Bintatar Abadi.
- H4: Compensation, work environment, and teamwork simultaneously have a positive and significant effect on employee loyalty at PT Agung Berkat Bintatar Abadi

The conceptual basis for this research might be summarized as follows:



*Figure 1. Research Conceptual Framework*

### III. Research Methods

This study was done in PT Agung Berkat Bintatar Abadi, which is situated on Jalan Medan-Binjai Kilometer 12, Jalan Bangun Mulia Dusun VII Sunggal, Deli Serdang Regency, North Sumatra 20351. The subject of this study is everyone who works at PT Agung Berkat Bintatar Abadi on a daily basis.

This research makes use of three independent factors, namely compensation (X1), work environment (X2), and teamwork (X3), as well as a dependent variable, employee loyalty (X1) (Y).

This study use an associative research technique and multiple linear regression analysis to analyze quantitative data. According to Manullang & Pakpahan (2016), associative research is conducted to determine if a variable acting as an independent variable has an influence on other variables acting as the dependent variable. Additionally, Manullang & Pakpahan (2016) defined quantitative research as the collection of numerical or qualitative data that is numbered. Multiple linear regression analysis requires numerical data, which is conducted out using the SPSS version 24.0 statistical tool. As a result, all data collected through the questionnaire will be translated to numerical values using a Likert scale.

The population for this research is comprised of all employees of PT Agung Berkat Bintatar Abadi, which totals 78 individuals that hold their various jobs and positions. According to Manullang & Pakpahan (2016), the sample is typical of the population. The sampling strategy is as follows: if the sample size is less than 100, it is preferable to take all of them until the research is a population study, resulting in a total population of 78 workers as respondents in this study. The sampling approach utilized in this research was saturation sampling, which involves collecting a random sample of the total population.

The study data were acquired by questionnaire distribution to all respondents, and then analyzed using the SPSS 24.0 program. The data were initially subjected to a data quality examination that included a validity and reliability check. The data were then subjected to the classical assumption test, which included the normality, multicollinearity, and heteroscedasticity tests. Additionally, multiple linear regression analysis was performed using the formula: (2016) (Sugiyono)

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

To test for partial and simultaneous effects, two tests were used: the t test (partial) and the F test (simultaneous) (Sidik, 2021). Finally, a determination test was conducted to determine the independent variable's contribution to the dependent variable and the degree of similarity (Sidik, 2019).

## IV. Results and Discussion

### 4.1 Results

#### a. Data Quality Test

##### 1. Validity Test

The results of the validity test of the Compensation (X1), Work Environment (X2), Teamwork (X3), and Employee Loyalty (Y) variables based on the data collected through the questionnaire can be seen in the following table:

**Table 1.** The results of the validity of each question item from each variable

Variable	item	Symbol	r <sub>hitung</sub>	r <sub>kritis</sub>	Result
Compensation (X <sub>1</sub> )	1	X <sub>1-1,1</sub>	0,701	0,3	Worthy
	2	X <sub>1-1,2</sub>	0,616	0,3	Worthy
	3	X <sub>1-1,3</sub>	0,588	0,3	Worthy
	4	X <sub>1-2,1</sub>	0,760	0,3	Worthy
	5	X <sub>1-2,2</sub>	0,450	0,3	Worthy
	6	X <sub>1-2,3</sub>	0,798	0,3	Worthy
	7	X <sub>1-3,1</sub>	0,787	0,3	Worthy
	8	X <sub>1-3,2</sub>	0,689	0,3	Worthy
	9	X <sub>1-3,3</sub>	0,721	0,3	Worthy
Work Environment (X <sub>2</sub> )	1	X <sub>2-1,1</sub>	0,497	0,3	Worthy
	2	X <sub>2-1,2</sub>	0,683	0,3	Worthy
	3	X <sub>2-2,1</sub>	0,626	0,3	Worthy
	4	X <sub>2-2,2</sub>	0,568	0,3	Worthy
	5	X <sub>2-3,1</sub>	0,851	0,3	Worthy
	6	X <sub>2-3,2</sub>	0,592	0,3	Worthy
	7	X <sub>2-4,1</sub>	0,819	0,3	Worthy
	8	X <sub>2-4,2</sub>	0,501	0,3	Worthy
	9	X <sub>2-5,1</sub>	0,764	0,3	Worthy
	10	X <sub>2-5,2</sub>	0,819	0,3	Worthy
Teamwork (X <sub>3</sub> )	1	X <sub>3-1,1</sub>	0,537	0,3	Worthy
	2	X <sub>3-1,2</sub>	0,618	0,3	Worthy
	3	X <sub>3-1,3</sub>	0,781	0,3	Worthy
	4	X <sub>3-2,1</sub>	0,571	0,3	Worthy
	5	X <sub>3-2,2</sub>	0,723	0,3	Worthy
	6	X <sub>3-2,3</sub>	0,765	0,3	Worthy

Variable	item	Symbol	r <sub>hitung</sub>	r <sub>kritis</sub>	Result
	7	X <sub>3-3,1</sub>	0,692	0,3	Worthy
	8	X <sub>3-3,2</sub>	0,784	0,3	Worthy
	9	X <sub>3-3,3</sub>	0,611	0,3	Worthy
Employee Loyalty (Y)	1	Y <sub>1-1,1</sub>	0,785	0,3	Worthy
	2	Y <sub>1-1,2</sub>	0,609	0,3	Worthy
	3	Y <sub>1-2,1</sub>	0,743	0,3	Worthy
	4	Y <sub>1-2,2</sub>	0,557	0,3	Worthy
	5	Y <sub>1-3,1</sub>	0,492	0,3	Worthy
	6	Y <sub>1-3,2</sub>	0,795	0,3	Worthy
	7	Y <sub>1-4,1</sub>	0,812	0,3	Worthy
	8	Y <sub>1-4,2</sub>	0,524	0,3	Worthy
	9	Y <sub>1-5,1</sub>	0,858	0,3	Worthy
	10	Y <sub>1-5,2</sub>	0,712	0,3	Worthy

The validity test findings indicate that each question on compensation (X1), work environment (X2), teamwork (X3), and employee loyalty (Y) has a  $r_{count}$  value greater than crucial or greater than 0.3. This demonstrates that all data received as a consequence of questionnaire distribution for each variable is legitimate and fit for use (Sugiyono, 2016).

## 2. Test for Reliability

The following table summarizes the findings of the reliability test conducted on the compensation (X1), work environment (X2), teamwork (X3), and employee loyalty (Y) variables using data obtained through the questionnaire:

**Table 2.** Each Variable's Reliability Test Results

Reliability Statistics			
Variable	Cronbach's Alpha	N of Items	Result
Compensation (X <sub>1</sub> )	0,904	9	Reliable
Work environment (X <sub>2</sub> )	0,905	10	Reliable
Teamwork (X <sub>3</sub> )	0,898	9	Reliable
Employee Loyalty (Y)	0,914	10	Reliable

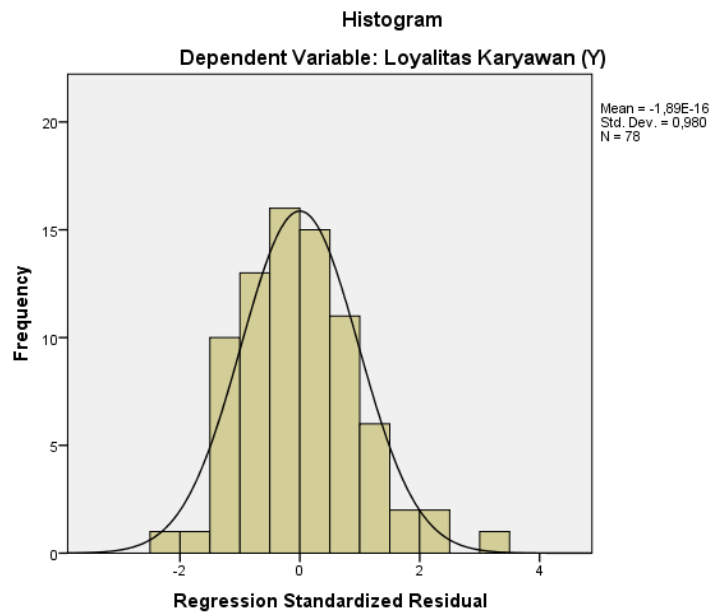
The reliability test findings indicate that each of the variable's compensation (X1), work environment (X2), teamwork (X3), and employee loyalty (Y) has a Cronbach's Alpha value greater than 0.70. This demonstrates that all data acquired as a consequence of questionnaire distribution for each variable is trustworthy or suitable for usage (Sugiyono, 2016).

### b. The Conventional Assumption Test

The conventional assumption test used in this work is composed of three components, namely:

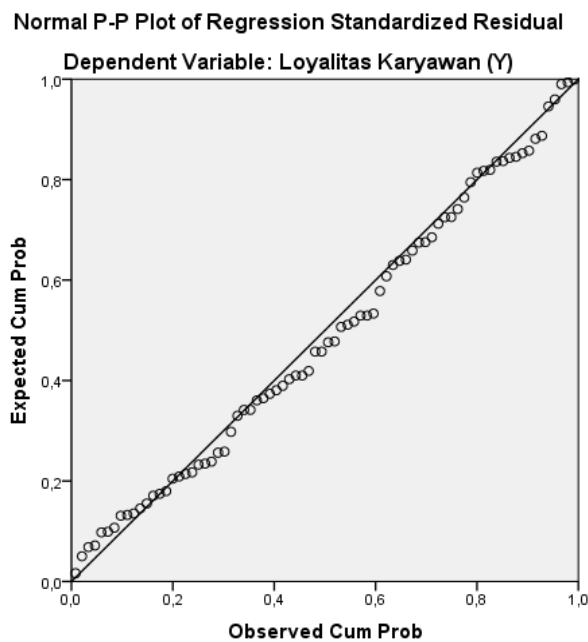
#### 1. A Normality Test for Data

Three tests were employed to determine the normality of the data in this study: the histogram graph, the P-P plot graph, and Kolmogorov-Smirnov.



**Figure 2. Normality Histogram Curve**

The normalcy histogram curve demonstrates that the histogram curve is convex in the centre, has a bell-like pattern, and a bar pattern that does not swing left or right (Sidik, Efendi, & Suherman, 2019).



**Figure 3. P-P Plot Chart**

The P-P Plot graph demonstrates that the 78 data points are distributed along the diagonal line and yet follow its direction. Not only does it follow the diagonal line, but it also has several data points that intersect the diagonal line. Using the P-P Plot graph, Sidik, Efendi, and Suherman (2019) show that the regression model follows the graph's premise of normality by having a lot of dots spread out.

**Table 3.** Demonstrates the Normality of Data Using the Kolmogorov-Smirnov Test

<b>One-Sample Kolmogorov-Smirnov Test</b>		
		Unstandardized Residual
N		78
<i>Normal Parameters<sup>a,b</sup></i>	<i>Mean</i>	0,0000000
	<i>Std. Deviation</i>	1,75355124
<i>Test Statistic</i>		0,068
<i>Asymp. Sig. (2-tailed)</i>		<b>0,200<sup>c,d</sup></b>
<i>a. Test distribution is Normal.</i>		
<i>b. Calculated from data.</i>		
<i>c. Lilliefors Significance Correction.</i>		
<i>d. This is a lower bound of the true significance.</i>		

According to the findings of the Kolmogorov-Smirnov test, the significant value obtained is 0.200. This is a more significant value than 0.05. Thus, the Kolmogorov-Smirnov test indicated that the data was regularly distributed. As a result, the data in this study were statistically normally distributed and met the conditions of the classical assumption test (Sidik, Efendi, & Suherman, 2019).

## 2. Perform a Multicollinearity Test

The following table summarizes the findings of the multicollinearity test on the study data collected:

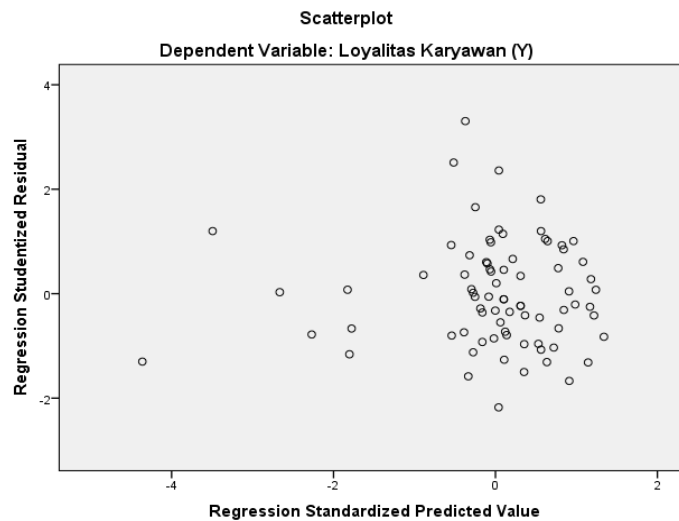
**Table 4.** Displays the Results of the Multicollinearity Test

<b>Coefficients<sup>a</sup></b>			
Model		<i>Collinearity Statistics</i>	
		<b>Tolerance</b>	<b>VIF</b>
1	<i>(Constant)</i>		
	Compensation (X <sub>1</sub> )	<b>0,131</b>	<b>7,661</b>
	Work environment (X <sub>2</sub> )	<b>0,122</b>	<b>8,209</b>
	Teamwork (X <sub>3</sub> )	<b>0,131</b>	<b>7,655</b>
<b>a. Dependent Variable : Employee Loyalty (Y)</b>			

The Multicollinearity test findings indicate that the Compensation (X1), Work Environment (X2), Teamwork (X3), and Employee Loyalty (Y) variables all have a Tolerance value more than 0.10 and a VIF (Variance Inflation Factor) value greater than 10. This demonstrates that each variable does not exhibit multicollinearity, and hence passes the classical assumption test (Rianto & Aseandi, 2020).

## 3. Test for Heteroscedasticity

In this research, heteroscedasticity was determined using two tests: the Scatterplot graph and the Glejser test.



**Figure 4. Scatterplot Chart**

The scatterplot graph demonstrates that the 78 data points are distributed randomly, do not create a distinct pattern, do not cluster in one location, and are dispersed both above and below the Y axis zero. This demonstrates that the regression model is not heteroscedastic (Sujarweni, 2016).

**Table 5. Glejser Test**

<b>Coefficients<sup>a</sup></b>			
<b>Model</b>		<b>t</b>	<b>Sig.</b>
1	<i>(Constant)</i>	1,951	0,055
	Compensation (X <sub>1</sub> )	0,136	<b>0,892</b>
	Work environment (X <sub>2</sub> )	-0,022	<b>0,983</b>
	Teamwork (X <sub>3</sub> )	-0,266	<b>0,791</b>
<b>a. Dependent Variable: Absolute_Residual</b>			

The Glejser test findings indicate that each of the variable's compensation (X<sub>1</sub>), work environment (X<sub>2</sub>), teamwork (X<sub>3</sub>), and employee loyalty (Y) has a significant value (sig) greater than 0.05. This demonstrates that there is no evidence of heteroscedasticity in any of the variables. So, it passed the standard assumption test, which looked at the Scatterplot graph and the Glejser test.

**c. Analysis of Multiple Linear Regression**

The following table shows the results of linear regression tests that were done on the data using the SPSS program:

**Table 6. Results of the Multiple Linear Regression Test**

<b>Coefficients<sup>a</sup></b>				
<b>Model</b>		<b>UnStandardized Coefficients</b>		<b>Standardized Coefficients</b>
		<b>B</b>	<b>Std. Error</b>	<b>Beta</b>
1	<i>(Constant)</i>	<b>2,120</b>	1,431	
	Compensation (X <sub>1</sub> )	<b>0,428</b>	0,102	0,385

Work environment (X <sub>2</sub> )	<b>0,290</b>	0,093	0,298
Teamwork (X <sub>3</sub> )	<b>0,324</b>	0,098	0,304
<b>a. Dependent Variable : Employee Loyalty (Y)</b>			

Results from a multiple linear regression test can be used to come up with this multiple linear regression equation:

$$Y = 2,120 + 0,428X_1 + 0,290X_2 + 0,324X_3 + e$$

The multiple linear regression equation above has the following interpretation:

1. If compensation (X<sub>1</sub>), work environment (X<sub>2</sub>), and teamwork (X<sub>3</sub>) are all equal to zero, employee loyalty (Y) equals 2.120. This equates to a level of employee loyalty of 2,120 without regard to compensation, work environment, or teamwork.
2. When compensation (X<sub>1</sub>) is increased by one unit, employee loyalty (Y) is increased by 0.428 units. This shows that pay has a positive effect on employee loyalty, which means that raising salaries will make employees more loyal to their jobs.
3. If the work environment (X<sub>2</sub>) improves by one unit, employee loyalty (Y) improves by 0.290 units. This shows that the work environment has a positive effect on employee loyalty, which means that making the work environment better would make employees more loyal to the company.
4. If employee loyalty (Y) improves by 0.324 units, teamwork (X<sub>3</sub>) increases by 1 unit. This shows that cooperation has a positive effect on employee loyalty, which means that more teamwork will lead to more employee loyalty.

#### d. Hypothesis Testing

In this study, two tests are used to look for both partial and simultaneous effects on the hypotheses.

##### 1. The Partial (t Test)

The following table summarizes the results of the t test (partial):

**Table 7.** Results of the Test (Partial)

<i>Coefficients<sup>a</sup></i>			
<b>Model</b>		<b>t<sub>count</sub></b>	<b>Sig.</b>
1	(Constant)	1,481	0,143
	Compensation (X <sub>1</sub> )	4,177	0,000
	Work environment (X <sub>2</sub> )	3,127	0,003
	Teamwork (X <sub>3</sub> )	3,301	0,001
<b>a. Dependent Variable : Employee Loyalty (Y)</b>			

The t-test (partial) findings indicate that each of the independent variables, compensation (X<sub>1</sub>), work environment (X<sub>2</sub>), and teamwork (X<sub>3</sub>), has a statistically significant value (sig) of 0.05. This demonstrates that compensation (X<sub>1</sub>), work environment (X<sub>2</sub>), and teamwork (X<sub>3</sub>) all have some influence on employee loyalty (Y). This is also consistent with the fact that each of the independent variables, compensation (X<sub>1</sub>), work environment (X<sub>2</sub>), and teamwork (X<sub>3</sub>), has a value greater than the t<sub>table</sub>. In this study, the t table is 1.992, which is derived from the value of df = n (number of variables) - k (number of data) = 78-4 = 74, as shown in the table of t tables. This demonstrates that compensation (X<sub>1</sub>), work environment (X<sub>2</sub>), and teamwork (X<sub>3</sub>) all have a marginally

significant influence on employee loyalty (Y), or whether employees accept  $H_a$  and reject  $H_o$ .

Compensation (X1) is the most impactful variable due to its high-count value of 4.177 and low significant value of 0.000.

## 2. F (Simultaneous) Examination

The following table summarizes the results of the F test (simultaneous):

**Table 8.** Results of the F Test (Simultaneous)

ANOVA <sup>a</sup>						
	<i>Model</i>	<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	<i>Regression</i>	2652,101	3	884,034	<b>276,295</b>	<b>0,000<sup>b</sup></b>
	<i>Residual</i>	236,771	74	3,200		
	<i>Total</i>	2888,872	77			
<b>a. Dependent Variable: Employee Loyalty (Y)</b>						
<b>b. Predictors: (Constant), Compensation (X1), Work environment (X2), Teamwork (X3)</b>						

The F test (simultaneous) findings indicate that the significant value obtained is 0.000. This number is significantly less than 0.05, indicating that accepting  $H_a$  and rejecting  $H_o$  or concurrently accepting and rejecting Compensation (X1), Work Environment (X2), and Teamwork (X3) has a substantial influence on Employee Loyalty (Y). This is also consistent with the  $F_{count}$  of 276.295 obtained. Where  $F_{count}$  is more than  $F_{table}$ , which is 2,728 as a consequence of the values of  $df_1 = k - 1 = 3$  and  $df_2 = n - k = 78 - 4 = 74$  as seen in the list of table F.

## e. Determination Examination

The following table contains the results of the determination test or the coefficient of determination:

**Table 9.** Results of Determination Tests

Model Summary <sup>b</sup>				
<b>Model</b>	<b>R</b>	<b>R Square</b>	<b>Adjusted R Square</b>	<b>Std. Error of the Estimate</b>
1	0,958 <sup>a</sup>	0,918	0,915	1,78874
<b>Predictors: (Constant), Compensation (X1), Work environment (X2), Teamwork (X3)</b>				
<b>b. Dependent Variable: Employee Loyalty (Y)</b>				

The determination test results indicate that the corrected R-square value obtained is 0.915. This means that compensation, work environment, and cooperation account for 91.5 percent of employee loyalty. The remaining 8.5 percent could be explained by unmentioned factors like workload, job conflict, and motivation. As a result,  $R = 0.958$  as a result of this. This demonstrates that the association between employee loyalty (Y) and compensation (X1), work environment (X2), and teamwork (X3) is very strong or very close. This is because the resultant R value is between 0.8 and 0.99.

## **4.2 Discussion**

### **a. The Compensation Effect on Employee Loyalty**

According to the findings of this research, compensation has a good and substantial influence on employee loyalty at PT Agung Berkhat Bintatar Abadi. This can be observed in the results of multiple linear regression analysis using the t-test, which has a positive value of 0.428, a t-count value of 4.177, and a t-table value of 1.992, indicating that  $t_{count} > t_{table}$  and a significant value of 0.000 (sig. 0.05). This demonstrates that the suggested H1 hypothesis has been evaluated and may be accepted since the study findings support the theory. If compensation grows, employee loyalty increases; if compensation drops, employee loyalty reduces as well. In other words, when compensation is increased via direct financial compensation, indirect financial compensation, and non-financial compensation, employee loyalty improves as well. The findings of this study corroborate those of Karim (2020), Ma'ruf (2021), and Fazrin & Yusuf (2021), all of which demonstrate that compensation has a positive and substantial influence on employee loyalty, such that increasing compensation leads to an increase in employee loyalty. significantly increases employee loyalty. The findings of this study also support Soegandhi's (2018) theory that one of the things that makes employees loyal is their salary.

### **b. The Work Environment's Effect on Employee Loyalty**

The findings of this research demonstrate that PT Agung Berkhat Bintatar Abadi's work environment has a favorable and substantial effect on employee loyalty. This can be shown in the multiple linear regression analysis using the t-test, which has a positive value of 0.290, a t-count value of 3.127, and a t-table value of 1.992, indicating that  $t_{count} > t_{table}$  and a significant value of 0.024 (sig. 0.05). This demonstrates that the suggested H2 hypothesis has been evaluated and may be accepted since the study findings support the theory. The positive direction suggests that as the quality of the work environment improves, employee loyalty grows; on the other hand, as the quality of the work environment deteriorates, employee loyalty deteriorates as well. In other words, when the work environment improves in terms of amenities, lighting, air temperature, room layout, and interpersonal interactions, employee loyalty improves as well. The study's findings corroborate those of Asriandi, Gani, and Hasbi (2018), Putra & Sriathi (2019), and Sari & Karnadi (2019), all of which demonstrate that the work environment has a positive and significant effect on employee loyalty, such that a positive work environment will significantly increase employee loyalty. The findings of this study back up Soegandhi's (2018) theory, which says that the work environment is one of the things that affects employee loyalty.

### **c. Teamwork's Effect on Employee Loyalty**

The study's findings indicate that teamwork has a positive and statistically significant effect on employee loyalty at PT Agung Berkhat Bintatar Abadi Medan. This can be shown in the multiple linear regression analysis using the t-test, which has a positive value of 0.324, a tcount value of 3.301, and a ttable value of 1.992, indicating that  $t_{count} > t_{table}$  and a significant value of 0.000 (sig. 0.05). This demonstrates that the suggested H3 hypothesis has been evaluated and may be accepted since the study findings support the concept. The positive direction shows that as cooperation improves, employee loyalty improves as well; conversely, as teamwork declines, employee loyalty declines as well. In other words, when teamwork is characterized by cooperation, trust, and cohesion, employee loyalty grows as well. The study's findings corroborate those of Setiawan (2018), Thamrin (2019), and Ginting (2021), all of which demonstrate that teamwork has a

positive and substantial effect on employee loyalty, such that enhancing the quality of teamwork increases employee loyalty substantially. The findings of this study also support Soegandhi's (2018) theory that teamwork is one of the factors that make employees more loyal to their jobs.

#### **d. Compensation, Work Environment, and Teamwork Have an Effect on Employee Loyalty**

According to the findings of this research, salary, work environment, and teamwork all have a favorable and substantial influence on employee loyalty at PT Agung Berkat Bintatar Abadi Medan. This is shown by the multiple linear regression analysis's F test, which generates an F count value of 276.295 despite the fact that the F table is only 2.728 with a significance level of 0.000. This demonstrates that the suggested H4 hypothesis has been evaluated and may be accepted since the study findings support the theory. The positive trend indicates that any improvement in salary, work environment, or cooperation would boost employee loyalty at PT Agung Berkat Bintatar Abadi Medan. The findings of this study back up Soegandhi's theory, which says that a lot of things affect employees' loyalty, like job satisfaction, communication, a good work environment, career development, employee training and education, occupational health and safety implementation, good teamwork, and relationships with other employees.

### **IV. Conclusion**

Compensation, work environment, and teamwork all have a favorable and substantial influence on employee loyalty at PT Agung Berkat Bintatar Abadi, either partly or concurrently. It is advised that the corporation give a clear wage growth plan for workers each year, provide yearly leave for employees, and recognize employees' achievements. Providing comprehensive facilities that support workers' work and hosting activities that help improve employee relationships Increasing employee cohesion via an entertainment event that allows workers to unwind and strengthens employee cohesiveness and trust, which is critical for teamwork improvement.

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