

ABSTRAK

Ali Imran, 2022, Pengaruh Keterampilan Dan Kompensasi Terhadap Loyalitas Karyawan Pt Pabrik Gula Camming Kabupaten Bone. Skripsi Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing oleh Bapak Ahmad AC dan Bapak M. Hidayat.

Penelitian ini bertujuan untuk mengetahui apakah keterampilan dan kompensasi berpengaruh terhadap loyalitas karyawan di PT Pabrik Gula Camming Kabupaten Bone yang beralamat di Wanuwawaru, Libureng, Kabupaten Bone, Sulawesi Selatan 92766. Penelitian ini dilaksanakan 2 bulan, dimulai dari bulan Oktober sampai November tahun 2021. Berdasarkan perhitungan rumus slovin sejumlah sampel pada penelitian adalah 45 karyawan PT Pabrik Gula Camming Kabupaten Bone dengan penarikan sampel menggunakan *accidental sampling*. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan model regresi linear berganda yang diolah menggunakan Aplikasi SPSS v16.0 for windows.

Berdasarkan hasil analisis data maka hasil penelitian ini menunjukkan bahwa Kompensasi dan Keterampilan berpengaruh terhadap variabel loyalitas karyawan di PT Pabrik Gula Camming Kabupaten Bone sebesar 64,7%, sedangkan sisanya dipengaruhi oleh variabel lainnya sebanyak 35,3%.

Kata Kunci : Keterampilan, Kompensasi Terhadap Loyalitas Karyawan

ABSTRACT

Ali Imran, 2022, *Effect of Skills and Compensation on Employee Loyalty at Pt Camming Sugar Factory, Bone Regency*. Thesis of Management Study Program, Faculty of Economics and Business, University of Muhammadiyah Makassar. Supervised by Mr. Ahmad AC and Mr. M. Hidayat.

This study aims to determine whether skills and compensation affect employee loyalty at PT Camming Sugar Factory, Bone Regency which is located at Wanuwawaru, Libureng, Bone Regency, South Sulawesi 92766. This study was conducted for 2 months, starting from October to November 2021. Based on The calculation of the slovin formula for a number of samples in this study were 45 employees of PT Camming Sugar Factory, Bone Regency with accidental sampling. This research is a quantitative research using multiple linear regression model which is processed using SPSS v16.0 application for windows.

Based on the results of data analysis, the results of this study indicate that compensation and skills affect employee loyalty variables at PT Camming Sugar Factory, Bone Regency by 64.7%, while the rest is influenced by other variables as much as 35.3%.

Keywords: Skills, Compensation for Employee Loyalty