

**PENGARUH LINGKUNGAN KERJA NON FISIK DAN KOMPENSASI  
TERHADAP LOYALITAS KARYAWAN PADA PT. SINERGI GULA  
NUSANTARA TJOEKIR JOMBANG**

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Penelitian ini dilakukan untuk mengetahui dan menjelaskan pengaruh Lingkungan kerja non fisik dan kompensasi terhadap loyalitas karyawan PT. Sinergi Gula Nusantara Tjoekir Jombang. Studi ini dilakukan berdasarkan pada research gap dari hasil penelitian terdahulu tentang lingkungan kerja dan kompensasi terhadap loyalitas karyawan. Penelitian ini menggunakan pendekatan kuantitatif dan termasuk jenis penelitian *explanatory research*. Penelitian ini dilakukan melalui pengumpulan data dengan menggunakan angket pada 58 karyawan tetap. Teknik pengambilan sampel menggunakan *proportional random sampling*. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis melalui uji t dan koefisien determinasi ( $R^2$ ). Berdasarkan hasil penelitian menunjukkan bahwa Lingkungan Kerja Non Fisik (X1) berpengaruh positif dan signifikan secara parsial terhadap Loyalitas Karyawan tetap. Variabel Kompensasi (X2) berpengaruh positif dan signifikan secara parsial terhadap Loyalitas Karyawan tetap.

**Kata Kunci:** Lingkungan Kerja Non Fisik, Kompensasi, Loyalitas Karyawan

***THE INFLUENCE OF NON-PHYSICAL WORK ENVIRONMENT AND  
COMPENSATION ON EMPLOYEE LOYALTY AT PT. SINERGI GULA  
NUSANTARA TJOEKIR JOMBANG***

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*This study was conducted to determine and explain the effect of non-physical work environment and compensation on employee loyalty of PT Sinergi Gula Nusantara Tjoekir Jombang. This study was conducted based on the research gap from the results of previous studies on the work environment and compensation on employee loyalty. This research uses a quantitative approach and includes explanatory research. This research was conducted through data collection using a questionnaire on 58 permanent employees. The sampling technique used proportional random sampling. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test and coefficient of determination (R<sup>2</sup>). Based on the results of the study, it shows that the Non-Physical Work Environment (X1) has a positive and significant effect partially on permanent employee loyalty. Compensation variable (X2) has a positive and significant effect partially on permanent employee loyalty.*

***Keywords:*** *Non Physical Work Environment, Compensation, Employee Loyalty*