

The Influence of Employee Loyalty and Work Environment on Employee Work Productivity at CV. Umega Bahtera Sanjaya

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Abstract

Business in Indonesia is currently experiencing rapid growth with the increasing number of new companies, making business competition in Indonesia increasingly high for business practitioners. One of the competitions is in the procurement of goods and services, which requires human resources that are able to compete and survive in the competition within a company's industrial activities. Carrying out business activities cannot be separated from the human resource management to complete the work and achieve the company's/organization's goals. This research is titled "The Influence of Employee Loyalty and Work Environment on Employee Work Productivity at CV. Umega Bahtera Sanjaya". The purpose of this study is to determine the influence of employee loyalty and work environment on employee work productivity at CV. Umega Bahtera Sanjaya. The research method used is descriptive and verification method. The research population is the employees of CV. Umega Bahtera Sanjaya. The sampling technique using the formula $N=n$ resulted in a sample of 30 people, and the analysis method used is multiple regression and hypothesis testing. The results of this study indicate that employee work productivity is influenced by employee loyalty and work environment simultaneously. Employee loyalty is more dominant in employee work productivity, with the highest factor being the willingness to work together, which has a significant influence on employee work productivity. On the other hand, the work environment has a deficiency in security, which affects employee performance and comfort, leading to decreased productivity.

Keywords: Employee Loyalty, Work environment, and Employee Productivity

1. Introduction

Human resources are resources that have a banyak advantage compared to other resources in the organization. Human resources have thoughts, feelings, capacities, desires, skills, knowledge, work and expectations (Andriani et al., 2022). The potential of human resources affects the organization's efforts to achieve its goals. Advanced technology, complete information, abundant raw materials, abundant capital, complete facilities and infrastructure would be useless without human resources operating it. An organization or agency must have competent employees in the face of increasingly fierce competition to maintain the continuity of the agency and to produce high productivity (Chaerudin et al., 2020).

Management helps in maximizing the results achieved with the basic human capabilities that are above through the division of duties and responsibilities that will form cooperation in the organization. In achieving goals, management is utilized as both an art and a process that involves planning, organizing, arranging, directing, and resourcing (Manullang, 2008) The success of an organization depends on the productivity that both individuals and teams have in the organization.

According to (Hasibuan & Hasibuan, 2016, p. 128) productivity is a comparison between output and output and expresses how to use both sources in producing goods or services. From the above understanding, it can be said that productivity touches various aspects in humans such as attitudes, mentality, ethics and expertise so that it can be used as a driver in improving quality to be better every day. Productivity is a very important factor for the continuity of the company because it is a key factor to be able to make improvements every day and only labor can increase productivity. (Edy, 2017, p. 211) reveals several indicators related to productivity, as follows: ability, improving the results achieved, morale, self-development, quality and efficiency.

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According to (Utami et al., 2019) loyalty is defined as the willingness of employees with all abilities, skills, thoughts, and time to participate in achieving organizational goals and keeping organizational secrets and not taking actions that harm the organization. According to (Utami et al., 2019) states that work loyalty will be created if employees feel fulfilled in meeting the needs of life from their work, so that they will survive in a company.

The work environment is everything that is around the worker can influence himself in carrying out the tasks charged. For example, kebersihan, music and others. (Haslindah & Syarifuddin, 2019). Meanwhile, according to (Haslindah & Syarifuddin, 2019) the important factors of the physical work environment in most offices are lighting, color, air, music, and sound.

CV. Umega Bahtera Sanjaya yang addressed in bandung city is a private company that was used as an object in conducting this research. The company is engaged in the procurement of goods and services including the Processing Industry, Large trade and other service activities. This research seeks to improve employees' understanding of their duties and functions so as to increase employee work productivity.

Work environment on CV. Umega Bahtera Sanjaya in the arrangement of work desks between employees that are too close together, as well as many air conditioners that do not function optimally which causes an uncomfortable work environment. The decline in employee loyalty due to the high level of delay in working hours and absenteeism causes employee work productivity to decrease, making it difficult for the company to achieve the expected target and ultimately can harm the company.

There is a decrease in employee work productivity which occurs in various factors, ranging from lack of ability, time efficiency and work efficiency. Problems that are negative in nature that can cause a negative impact on the company.

The researcher also conducted observations from November 2022 to January 2023 and obtained data from the Human Resource department of the company regarding employee absenteeism as a supporting data in this research. The following is the data provided by the Human Resource department of CV. Umega Bahtera Sanjaya regarding absenteeism from January 2022 to October 2022:

Table 1. Employee Data Missing in CV. Umega Bahtera Sanjaya

Month	Number of Absent Employees
January	5
February	3
March	4
April	8
May	6
June	7
July	9
August	8
September	10
October	12

Source: Section (Human Resource) CV. Umega Bahtera Sanjaya

From the data of table 1. it can be seen that the level of absence of employees on the CV. Umega Bahtera Sanjaya in the period 2022 from January to October 2022 experienced fluctuations but tended to increase. It can be seen that the number of employees who died from January 5 people decreased in February to 3 people, but experienced an increase and decrease in the following months and it can be seen that in October there was a considerable increase of up to 12 employees.

Based on the results of observations through interviews with several employees at CV. Umega Bahtera Sanjaya, it can be concluded that obeying company regulations has been done well and obeying the rules of behavior in work in the company is good, but employees complain about the relationship between the company and employees and fellow colleagues who are not able to work together in completing work as a team. In knowing what factors can affect employee performance on a CV. Umega Bahtera Sanjaya for that the researcher also conducted a pre-observation with simple questions given to 20 employees as a sample and this can be seen in the pre-observation table below.

Table 2 Pre-Observation Results of Factors Affecting CV Work Productivity. Umega Bahtera Sanjaya

No	Factors affecting work productivity	Weight	Number of People	Total
1	Compensation	20	2	10%
2	Work Environment	20	7	35%
3	Employee Loyalty	20	5	25%
4	Organizational Culture	20	4	20%
5	Education	20	2	10%

Source: The Results of Pre-Survey of 20 Employees of CV. Umega Bahtera Sanjaya.

Based on table 2. regarding the results of employee pre-survey in CV. Umega Bahtera Sanjaya, the weight given to each factor that affects the company's work productivity based on information obtained from employees, many employees focus on work environment factors including the lack of good cooperative relations between employees and inadequate company workspace layout facilities in supporting the completion of employee work, and according to (Sedarmayanti, 2017) states "a place where there are a number of groups in which there are several supporting facilities to achieve the company's goals in accordance with the company's vision and mission. So those are the indicators of the physical work environment and non physical. According to (Sedarmayanti, 2017) there are factors that can affect the conditions of the work environment, including: Lighting/Light at work, temperature at work, humidity at work, air circulation at work, silence n at work, odors at work, color layout at work, decoration at work, music at work, and safety at work. based on complaints and based on the above indicators estimated that affect the decrease in the company's work activity program is, the layout of the room or decoration in the workplace and employee relations, while for other indicators according to information from employees it is perceived as good.

Another high-value factor from the pre-survey results is loyalty, which is a concern among employees regarding the lack of cooperation among employees that leads to many employees becoming non-compliant with company rules, resulting in reduced employee productivity. Based on the theory proposed by (Iskandar et al., 2018), loyalty refers to an employee's faithfulness to the institution where they work, including loyalty to their position, job, and organization. An employee must always remain faithful to the interests of the institution under any circumstances since loyalty to the institution is considered of paramount importance.

Based on the background that has been described and presented above, researchers are interested in conducting research on CV. Umega Bahtera Sanjaya regarding employee loyalty and work environment which is one of the factors that affect employee productivity in order to increase employee productivity. Therefore, the author is interested in taking the title "The Effect of Employee Loyalty and Work Environment on Employee Productivity", Case Study on Employees Cv. Umega Bahtera Sanjaya.

2. Methods

This research is a process that starts from the willingness or interest to know a specific problem which then develops into an idea or theory from conceptualization. Every research has a specific purpose and usefulness. Generally, there are three types of research: exploratory, explanatory, and developmental. The research method used in this study is quantitative research method, and the data analysis is multiple linear regression analysis. It consists of independent variables, namely employee loyalty and work environment, while the dependent variable is employee work productivity. Each variable is assigned the symbol (X) for the independent variable and the symbol (Y) for the dependent variable. The approach method used in this study is descriptive and verification method. Descriptive method is used to describe and depict the variables of employee loyalty, work environment, and employee work productivity by distributing questionnaires to employees of CV. Umega Bahtera Sanjaya who were used as the sample. Verification method is used to determine the influence of employee loyalty and work environment on employee work productivity at CV. Umega Bahtera Sanjaya.

3. Result and Discussions

3.1. Respondent Overview

This discussion provides an overview of the research subject, which describes the characteristics of the respondents as the research subjects. Descriptive analysis is then conducted on the data collected from the questionnaire. In this study, the object chosen by the author for the research location is CV. Umega Bahtera Sanjaya, which is a company in the industrial sector located at Jl. Sidomukti No T15 RT/RW 02/11 Kel. Sukaluyu Kec. Cibeunying Kaler Kota Bandung Jawa Barat. CV. Umega Bahtera Sanjaya is one of the companies engaged in the procurement of goods and services, including processing industry, wholesale trade, and other service activities. Our company offers cooperation with various companies and government agencies based on our expertise. The research subjects in this study are 30 employees of CV. Umega Bahtera Sanjaya.

3.2. Characteristics of Respondents

Based on the responses given by the respondents, the following will first explain the identity of the respondents. The characteristics of the respondents are based on gender, age, and the highest education level. After examining the distribution of questionnaires from 30 respondents, the general profile of CV. Umega Bahtera Sanjaya can be described as follows:

Table 3. Respondent Data by Gender

Gender	Frequency	Percentage
Men	24	80%
Woman	6	20%
Sum	30	100%

Based on the table above, it can be explained that the characteristics of employees are based on gender on the CV. Umega Bahtera Sanjaya, 24 employees who are male with a percentage of 80%. Meanwhile, there are 6 female employees with a percentage of 20%. So the most dominant employee is male, this is because the company is engaged in the field of procurement of goods and services whose work is more in the field. Based on the table above, the graph can be seen as follows:

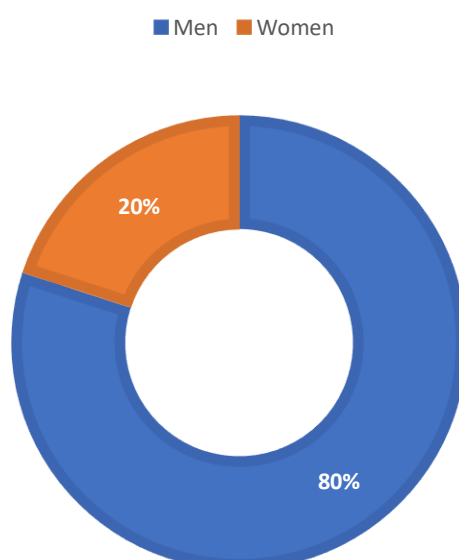


Figure 1. Employee Characteristics by Gender

Table 4. Respondent Data by Age

Age	Frequency	Percentage
18-20 years	2	7%
21-29 year	22	73%
> 30 years	6	20%
Sum	30	100%

Based on the table above, it can be explained that the characteristics of employees based on age on the CV. Umega Bahtera Sanjaya, the majority of employees are 21-29 years old with 22 people with a percentage of 73% while the second place with the most for karyawan age is > 30 years as many as 6 people with 20% presentation. And in third place with an employee age of 18-20 years as many as 2 people with a presentation of 7%. This is because companies need productive human resources in terms of age. Here is the employee age distribution chart:

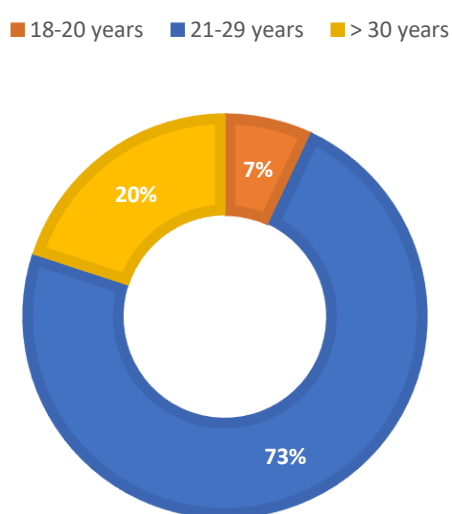


Figure 2. Characteristics by Age

Table 5. Data Based on Education Level

Education Level	Frequency	Percentage
High School Graduates	8	27%
Diploma Graduates	12	40%
Bachelor's Degree	7	23%
Master's Degree	3	10%
Total	30	100%

Based on the table above, it can be seen that the education level of employees at CV. Umega Bahtera Sanjaya is as follows: High School graduates account for 27%, Diploma graduates account for 40%, Bachelor's Degree holders account for 23%, and Master's Degree holders account for 10%. From this information, it can be concluded that CV. Umega Bahtera Sanjaya has more employees who hold Diploma degrees, as it requires more operators and field workers.

■ High School Graduates ■ Diploma Graduates ■ Bachelor's Degree ■ Master's Degree

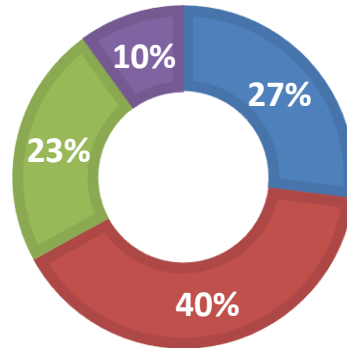


Figure 3. Data Based on Education Level

3.3. Data Analysis

3.3.1. Validity Test Results

The data collection used in this study used a questionnaire, the questionnaire must be measured for validity. Validity test if $r_{hitung} > r_{table}$ then the measuring instrument is declared validation and vice versa. The following are the results of the validity test for the variables Employee Loyalty, Work Environment, and Employee Work Productivity.

Table 6. Validity Test Results

No	Indicator	r count	r table	Decision
Employee Loyalty CV. Umega Bahtera Sanjaya				
1	item_1	0.753	0.361	VALID
	item_2	0.392	0.361	VALID
	item_3	0.529	0.361	VALID
	item_4	0.389	0.361	VALID
	item_5	0.753	0.361	VALID
	item_6	0.445	0.361	VALID
	item_7	0.638	0.361	VALID
	item_8	0.529	0.361	VALID
Work Environment. CV Umega Bahtera Sanjaya				
2	item_1	0.499	0.361	VALID
	item_2	0.820	0.361	VALID
	item_3	0.468	0.361	VALID
	item_4	0.532	0.361	VALID
	item_5	0.820	0.361	VALID
	item_6	0.469	0.361	VALID
	item_7	0.453	0.361	VALID

Work Productivity Employees of CV. Umega Bahtera Sanjaya

	item_1	0.690	0.361	VALID
	item_2	0.399	0.361	VALID
	item_3	0.577	0.361	VALID
	item_4	0.690	0.361	VALID
3	item_5	0.632	0.361	VALID
	item_6	0.519	0.361	VALID
	item_7	0.640	0.361	VALID
	item_8	0.568	0.361	VALID
	item_9	0.533	0.361	VALID
	item_10	0.568	0.361	VALID

Based on the calculation results in table 5 using IBM SPSS 26 and Microsoft Excel as tools, the results of 3 variables were obtained, namely Employee Loyalty, Work Environment, and Employee Work Productivity in 25 statement item sad 0.361. In the retrieval of measuring instruments it is said to be validation.

3.3.2. Reliability Test Results

In reliability testing using SPSS, the steps taken are the same as validity testing. According to (Sugiyono, 2018) a reliable instrument is an instrument that when used several times to measure the same object, will produce the same data. The reliability of a variable construct is said to be good if it has Cronbach's Alpha value > 0.70 (Sekaran, 2011) The following are the results of the bag reliability test using the SPSS program.

Table 7. Reliability Test Results

No	Variable	Cronbach's Alpha	Critical Limits	Information
1	Work Loyalty (X1)	0.827	0.70	Reliable
2	Working Environment (X2)	0.830	0.70	Reliable
3	Employee Productivity (Y)	0.865	0.70	Reliable

The results of the reliability test of each variable show that starting from Cronbach's Alpha > 0.70, so it can be said that a concept of measuring each variable from the questionnaire is reliable so that henceforth the items in each of these variable concepts are suitable for use as a measuring tool.

3.4. Test Classical Assumptions

In this study, the authors will use multiple linear regression analysis. One of the conditions for being able to use multiple regression equations is the fulfillment of the classical assumption test. After the model to be tested meets classical assumptions, and regression, the next stage is carried out statistical testing. In this study, the classical assumption test used normality, multicollinearity, and heteroskedasticity tests.

3.4.1. Normality Test

This normality test aims to understand whether the data used is normally distributed or not using SPSS 26, as follows.

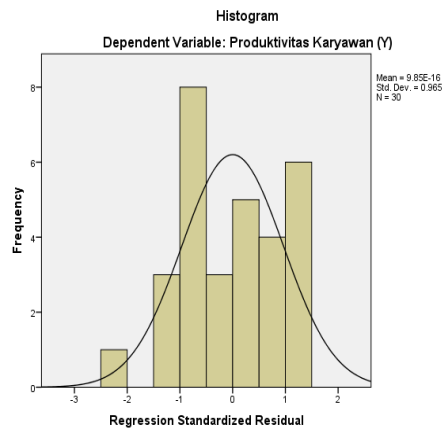


Figure 4. Histogram

Based on the appearance of the histogram image, it can be seen that the Dependent and Regression Standardized Residual curves form a bell-like image, so the data is a normal distributed data and is suitable for use for the next data processing process.

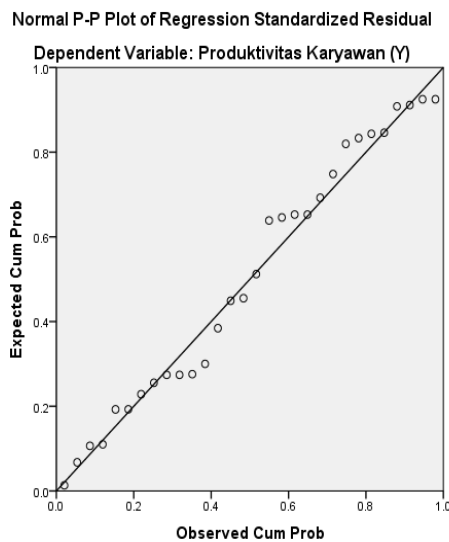


Figure 5. Normal P-Plot of Regression Standardized Residual

Based on the display of the Normal P-P Plot of Regression Standardized Residual image, it can be seen that the dots spread around the diagonal line, the data used is normally distributed even though there are some plots that deviate from the diagonal line and the data is feasible for the next data processing process.

3.4.2. Multicholinerity Test

Based on Table Coefficients, it can be seen that the Tolerance (TOL) value of the Employee Loyalty variable X1 is 0.284 and the Work Environment variable X2 is 0.284. With a VIF value for Employee Loyalty X1 of 3,520 and a Work Environment variable X2 of 3,250. Then the TOL and VIF values < 10 can be concluded that in the regression variables formed there are no symptoms of multicholinerity

Table 8. Multicholnearity Test

		Coefficients							
		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics			
Model		B	Std. Error	Beta	t	Itself.	Tolerance	BRI	GHT
1	(Constant)	1.350	2.116		.638	.529			
	Employee Loyalty (X1)	1.515	.130	1.167	11.654	.000	.284	3.520	
	Working Environment (X2)	-.371	.146	-.255	-2.546	.017	.284	3.520	

a. Dependent Variable: Employee Work Productivity (Y)

3.4.3. Heteroskedasticity

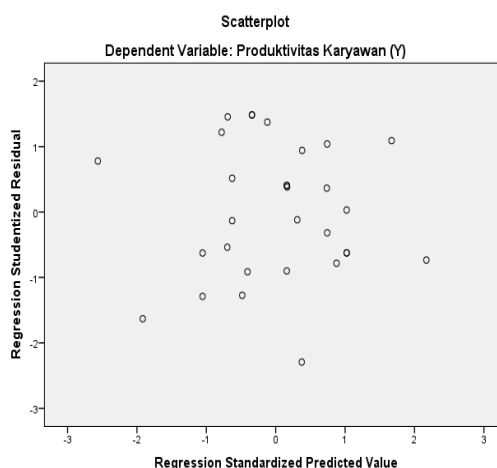


Figure 6. Regression Standardized Predicted Value

Based on the display in the Scatterplot image, it can be seen that the dots are spread and not close together, and the data used for symptoms of heteroskedasticity occurs.

3.5. Multiple regression analysis

Based on the Multiple linear regression table, the equation with regression is obtained as follows:

$$Y = 1.350 + 1.515 X_1 + 0.371 X_2$$

From the Equation states that the direction of the relationship or the influence of the multiple linear regression coefficients on X1 is 1.515 and X2 is 0.371. The "+" sign contains a 1% increase in X1 or Employee Loyalty will increase employee work productivity by 51.5% while X2 or Work Environment if the increase is 1% it will decrease the level of work performance by 37.1% and the more the X2 variable or work environment increases, the more variable Y or employee work productivity increases.

Table 9. Multiple regression analysis

		Coefficients				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Itsself.
1	(Constant)	1.350	2.116		.638	.529
	Employee Loyalty (X1)	1.515	.130	1.167	11.654	.000
	Working Environment (X2)	.371	.146	.255	2.546	.017
a. Dependent Variable: Employee Productivity (Y)						

3.6. Coefficient of determination

Table 10. Coefficient of determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.961 ^a	.923	.917	1.586
a. Predictors: (Constant), Work Environment (X2), Employee Loyalty (X1)				
b. Dependent Variable: Employee Productivity (Y)				

Based on the calculation results using spss 26, it is obtained: Based on the results, an R value of 0.961 was obtained, meaning that the direction of the relationship is very strong. The coefficient of determination is a calculating tool that can be explained by free and related variables. R square in this study is 0.923 or the amount of contribution of the variables Work Loyalty and work environment by 92% and the remaining 8% is in other studies

3.7. Hypothesis Testing

The determination of the sample regression function to estimate the actual value can be assessed by its goodness of fit. Statistically at least this can be measured from the value of the coefficient of determination, the statistical value of f and the statistical value of t. Statistical calculations are called statistical significance if the statistical test value is in a critical area (diman a area is rejected), on the contrary, it is called insignificant if the statistical test value is in the area where H_0 it is received.

3.7.1. Simultaneous Hypothesis Test (F Test)

The F test is used to test the presence or absence of the influence of variables – independent variables on the dependent variables simultaneously (Together). The results of the calculation of the parameters of the regression model together are obtained in the table 11.

Based on the results obtained from the linear regression results together in table 11, the decision making is based on the significance of:

- a. $F_{hitung} \geq F_{tabel}$, then H_0 rejected, means that independent variables simultaneously affect dependent variables.
- b. $F_{hitung} < F_{tabel}$ then H_1 accepted, means that independent variables simultaneously have no effect on dependent variables.

Based on the output results, it can be known a value of 162,096 with a p-value (Sig) of 0.000, with $\alpha = 0.05$ and with a degree of freedom df_{nk-1} or $(3-1 = 2)$, then the value of $df_1 = 2$ and $df_2 = F_{hitung} n-k$ or $(30-3 = 27)$, then the value

of $df_2 = 27$, and can be known from 3.35 The result is $> (162,096 > 3.35)$ then F_{tabel} it is rejected and $F_{hitung} > F_{tabel}$ H_0 H_a accepted, meaning that there is an influence of Employee Loyalty (X1) and Work Environment (X2), on Employee Work Productivity (Y). The result obtained from Test F using SPSS.26 was that H_0 was rejected because $(F_{hitung} 162,096) > (F_{tabel} 3.35)$. So it can be concluded that the influence of Employee Loyalty (X1) and Work Environment (X2) simultaneously (Together) has a significant influence on the work productivity of employees (Y) on the CV. Umega Bahtera Sanjaya.

Table 11. Simultaneous linear regression results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Itsself.
1	Regression	815.545	2	407.772	162.096	.000 ^b
	Residual	67.922	27	2.516		
	Total	883.467	29			

a. Dependent Variable: Employee Work Productivity (Y)
 b. Predictors: (Constant), Work Environment (X2), Employee Loyalty (X1)

3.7.2. Hypothesis Test (t-test)

The t-test is performed to pinpoint how far an explanatory or freely individual variable influences in describing the variation of bound variables. By using a confidence level of alpha (α) of 5% and a degree of freedom (n-k), then compared between t_{hitung} and t_{tabel} . If the value of $t_{hitung} \geq t_{tabel}$, then it H_0 is rejected and H_a accepted. If t_{hitung} the value $< t_{tabel}$, then it H_0 is accepted and H_a rejected. After using the hypothesis test partially using SPSS 26 software for windows, the following are the results obtained based on the data processing that has been carried out:

Table 12. Partial Relationships

Coefficients								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Itsself.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	BRI GH T
1	(Constant)	1.350	2.116		.638	.529		
	Employee Loyalty (X1)	1.515	.130	1.167	11.654	.000	.284	3.520
	Working Environment (X2)	.371	.146	.255	2.546	.017	.284	3.520

a. Dependent Variable: Employee Work Productivity (Y)

To calculate the value of the significant level t_{tabel} used in this study is 5% or significant level (alpha) = 0.05 with the degree of freedom $df = n - k$, then $df = 30 - 3 = 27$, and in the table t the value of 27 is 1.70329.

- Employee Loyalty (X1) It t_{hitung} is known to be 11,654 and t_{tabel} 1.70329. Because the value is t_{hitung} greater than t_{tabel} ($11,654 > 1.70329$) it H_0 is rejected and H_a accepted. Therefore, employee loyalty has a significant positive effect on employee work productivity at CV. Umega Bahtera Sanjaya, as a partial effect
- Working Environment (X2) Known t_{hitung} at 2,546 and t_{tabel} 1.70329. Because the value t_{hitung} is greater than t_{tabel} ($2.546 > 1.70329$). Then H_0 it was rejected and H_a was accepted. Then the Work Environment partially has a significant positive effect on Employee Work Productivity.

3.8. Hypothesis Conclusion

3.8.1. The Effect of Work Loyalty on employee Work Productivity

Hypothesis testing in this study is as follows:

$H_0 : \beta = 0$. This means there is no significant effect of employee loyalty on employee work productivity at CV. Umega Bahtera Sanjaya'

$H_1 : \beta \neq 0$. The existence of factors that influence employee loyalty on work productivity at CV. Umega Bahtera Sanjaya.

Based on the table obtained values t_{hitung} for the variable Work Loyalty (X1) of 11,654 > 1.70329 , t_{tabel} then it can be concluded that H_0 it is rejected. This means that Employee Productivity has an effect on Employee Work Productivity at a significance score of 0.00 < 0.05 means positive Employee Loyalty to Employee Work Productivity.

3.8.2. Effect of Work Environment on Employee Work Productivity

Hypothesis Testing on this issue is as follows:

$H_0 : \beta = 0$. This means there is no significant effect of work environment on employee work productivity at CV. Umega Bahtera Sanjaya

$H_1 : \beta \neq 0$. The existence of what affects the Work Environment on Employee Work Productivity on CV. Umega Bahtera Sanjaya.

Based on the table obtained values t_{hitung} for the variable Work Environment (X2) of 2.546 > 1.70329 t_{tabel} , then it can be concluded that H_0 it is rejected. This means that the Work Environment has an effect on the Employee's Work Productivity at a significance score of 0.00 < 0.05 means a positive Work Environment on Employee Work Productivity.

3.8.3. The Effect of Employee Loyalty and Work Environment on Employee Work Productivity

Hypothesis testing in this study is as follows:

$H_0 : \beta = 0$. This means that there is no influence of the Work Environment on the Work Productivity of CV Employees. Umega Bahtera Sanjaya.

$H_1 : \beta \neq 0$. The existence that affects the Work Environment on Employee Work Productivity on CV. Umega Bahtera Sanjaya.

Based on the calculations above, the effect of Employee Loyalty and Work Environment on CV. Umega Bahtera Sanjaya, using Test F, found that the value of F_{hitung} 162,096 > 3.35. Then the decision was H_0 to be rejected. This means that Employee Loyalty and Work Environment have a positive effect on Employee Work Productivity.

4. Conclusions

Employee loyalty at the level is already good because it has an average of 3.62. The highest factor is that work is completed quickly if done together having an average of 3.87. The lowest factor is that well-established interpersonal relationships have an average of 3.43. The Work Environment at the level is already good karena has an average of 3.71. The highest factor is having communication with other employees having an average of 4.03. The lowest factor is that my workplace guarantees the safety of its employees while working has an average of 3.43. The productivity of wan works at the level is already good because it has an average of 3.59. The highest factor is Always trying to improve the quality of work I have an average of 3.70. The lowest factor is compliance with applicable regulations in the company's provisions having an average of 3.33.

Employee Loyalty is more dominant in affecting employee work productivity, Employee Loyalty has a regression coefficient value of 1.515 . The value of the positive coefficient indicates a positive relationship of employee loyalty

to the level of employee productivity. CV. Umega Bahtera Sanjaya already has a comfortable Work Environment, the highest level of comfort is found in the communication factor with other employees at work, while the lowest level of comfort is found in the factor of security guarantees while working caused by inappropriate and inadequate office equipment and supplies.

Employee Loyalty within the CV company. Umega Bahtera Sanjaya has a significant influence on Employee Work Productivity based on employee perceptions obtained by 162,096. it was concluded that independent variables including Employee Loyalty and Work Environment simultaneously and significantly affect Employee Work Productivity.

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