

# **PENGARUH PENGALAMAN KERJA DAN KEPUASAN KERJA TERHADAP LOYALITAS KARYAWAN PT. POS INDONESIA (PERSERO)**

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## **Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh pengalaman kerja dan kepuasan kerja terhadap loyalitas karyawan secara parsial, dan mengetahui pengaruh pengalaman kerja dan kepuasan kerja terhadap loyalitas karyawan secara simultan. Penelitian dilakukan di PT. Pos Indonesia. Metode yang digunakan dalam pengambilan sampel adalah *non probability sampling* dengan menggunakan *insidental sampling* sejumlah 71 responden. Metode pengumpulan data dilakukan dengan kuesioner. Metode analisis dalam penelitian ini menggunakan metode kuantitatif dengan menggunakan program SPSS versi 22. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda dan analisis rata-rata hitung. Hasil regresi linier berganda menunjukkan variabel pengalaman kerja berpengaruh secara signifikan terhadap loyalitas karyawan, hal ini ditunjukkan oleh  $t_{hitung} > t_{tabel}$  ( $3,904 > 1,995$ ) dan nilai signifikan  $0,000 < 0,05$ . Variabel kepuasan kerja berpengaruh secara signifikan terhadap loyalitas karyawan, hal ini ditunjukkan oleh  $t_{hitung} > t_{tabel}$  ( $3,831 > 1,995$ ) dan nilai signifikan  $0,000 < 0,05$ . Hasil  $F_{hitung} > F_{tabel}$  ( $36,427 > 3,13$ ), artinya terdapat pengaruh signifikan antara pengalaman kerja dan kepuasan kerja secara simultan terhadap loyalitas karyawan. Hasil uji koefisien determinasi ( $R^2$ ) adalah sebesar 0,503. Hal ini berarti 50,3% variabel dependen yaitu loyalitas karyawan dapat dijelaskan oleh variabel independen yaitu pengalaman kerja dan kepuasan kerja, sedangkan sisanya sebesar 49,7% dijelaskan oleh variabel lain yang tidak diteliti.

**Kata Kunci:** *Pengalaman Kerja, Kepuasan Kerja, Loyalitas Karyawan*

**EFFECT OF WORK EXPERIENCE AND JOB SATISFACTION ON  
EMPLOYEE LOYALTY OF PT. POS INDONESIA (PERSERO)**

**Muhammad Ilham**

**Abstrak**

*This study aims to analyze the effect of work experience and job satisfaction on employee loyalty partially, and to know the effect of work experience and job satisfaction on employee loyalty simultaneously. The research was conducted at PT. Indonesian post. The method used in sampling is non-probability sampling using incidental sampling of 71 respondents. The data collection method was done by using a questionnaire. The method of analysis in this study uses quantitative methods using the SPSS version 22 program. The data analysis techniques used include validity testing, reliability testing, classical assumption tests, multiple linear regression analysis and arithmetic mean analysis. The results of multiple linear regression show that the work experience variable has a significant effect on employee loyalty, this is indicated by  $t_{count} > t_{table}$  ( $3.904 > 1.995$ ) and a significant value of  $0.000 < 0.05$ . Job satisfaction variable has a significant effect on employee loyalty, this is indicated by  $t_{count} > t_{table}$  ( $3.831 > 1.995$ ) and a significant value of  $0,000 < 0.05$ . Results  $F_{count} > F_{table}$  ( $36.427 > 3.13$ ), meaning that there is a significant influence between work experience and job satisfaction simultaneously on employee loyalty. The result of the determination coefficient test ( $R^2$ ) is 0.503. This means that 50.3% of the dependent variable, namely employee loyalty, can be explained by the independent variables, namely work experience and job satisfaction, while the remaining 49.7% is explained by other variables not examined.*

**Keywords:** *Work Experience, Job Satisfaction, Employee Loyalty*