



Influence ethos Work And Work Incentives To Loyalty Employees at PT. XYZ Jakarta

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Abstract

thesis with the title The Effect of Work Ethic and Work Environment on Incentive at PT. XYZ Jakarta. This study aims to determine the work ethic and work environment simultaneously and partially significant effect on employee loyalty. In this study the population of all employees of PT. Trinergi Duta Indonesia, totaling 60 respondents.. The approach used in this research is Simple Random Sampling. For this study, a questionnaire was used. In the test used in this study the classical assumption test, multiple linear analysis, T test, F test, determinant coefficient. The results of this study prove that the influence of work ethic and work environment partially and simultaneously significantly affects employee loyalty at PT. XYZ Jakarta

Keywords: *Work Ethics, Work Environment, Employee Loyalty.*

I. INTRODUCTION

Organization Already get set desired goal _ achieved . Success objective company depends on understanding and acceptance employee to objective organization . To be successful in Work For something organization , employees must get ethos good job . _ ethos Work is cheers visible work _ in method somebody address work , The underlying motivation do something work (Fadillah 2010) in journal (hadiansyah & yanwar 2015:151). hiring ethos high work in between _ employee can increase ability they For finish work them . Key factors that can give Spirit Work high employee _ is with increase quality work and employees with ethos good work _ can bring ideas and perspectives to place they work .

one _ factor external can _ influence ethos Work somebody is environment . incentives Work is According to KBBI, the definition of incentives is additional income outside of the salary that workers get for the actions of a task. So, what is an incentive, is a form of compensation from the company to the workforce as additional income outside of salary or monthly wages as a reward for their hard work at work.

(Afandi, 2018:65). incentives very influential work performance employee . Incentives can impact directly to employees in finish duties and responsibilities he replied to his job , so important For get incentive good work _ For create a sense of comfort and grow loyalty employee .

Loyalty employee is something faithfulness employee in organization company with will Work same , protect each other against fellow organization the To use achievement objective company Statement This supported by (Purnamasari & Sintaasih , 2019: 5765). If company get employee with high loyalty , then _ work optimal and consistent with objective company .

The company that provides incentive comfortable work _ will see employee perform with well , which in turn will push more loyalty _ big again . Loyalty Employees are also affected by incentives work, conditions companies and facilities adequate company _ as well as can awaken desire employee in increase his loyalty to the obligations it has . Statement This supported by (Mahayani & Dewi, 2020: 1697).

Get loyal employees _ is thing that everyone wants _ company , because the advantage that is can save For cost , like cost replacement employee . Because it will eat time longer for _ practice employee new and them will need time For get used to and adjust self with culture existing company _ walk . Many companies get A little permanent employees _ loyal to company , or Lots shifting employees , because _ There is Lots reason Why they disloyal to _ company .

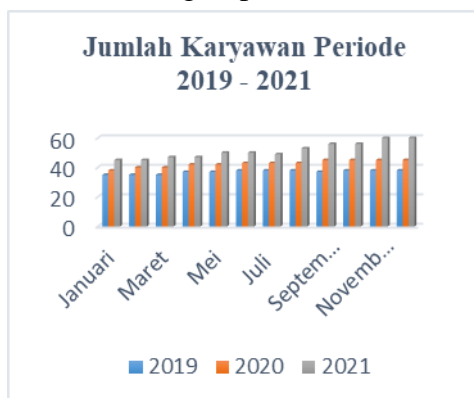
Company always try and motivate his employees For have high loyalty _ For You're welcome in advance objective company . So from That in results interview on research This writer assume that ethos work and incentives Work can increase loyalty employee to company . following writer provide incremental data amount employees at PT XYZ period 2019-2021:

Based on chart the is known amount employee experience increase period 2019 to with 2021. Then with thereby company need do various efforts and methods __ For give motivation for employees , so enthusiasm Work employee increase and open view employee so that can increase productivity Work them . A must try done company like with give incentive which is convenient to employees , so employees feel comfortable and safe in work , as well must always apply norms , rules _ _ work to get balance in work and circumstances more conducive .

II. Library Review

Ethos Work

According to priansa ethos Work is something Spirit employee 's work __ For capable



Work more Good To use obtain mark plus in something work Priansa (2018: 283). ethos good work _ in self influential employees _ positive For company . If increase ethos consistent work on yourself _ employees and handled in a manner integrated by the agency of course). ethos Work is set behavior Work positive rooted in strong cooperation , fundamental beliefs , accompanied _ total commitment to the paradigm integral work (Simanjuntak, 2020).

According to (Junarti et.al 2021:20) Ethos Work is attitude that emerges on will and consciousness itself based on the system orientation mark culture to Work or demonstrating ethos _ attitude , personality , character , character , as well belief on something . ethos high work _ should There is in every employees , because company Certain will in great need

employees who have Work hard and has high commitment to continue _ Can maintain company and compete with competitor other . company you want success Certain always involve member For performance , then from That company must get ethos high work to get _ Can operate objective company .

ethos Work is norm supportive culture _ somebody For do and take responsibility answer to his job based on belief that work the get mark intrinsic (hamid, judge , shaleha 2021). Whereas according to (Badriati 2021:6) Ethos Work is *double standard of life* that is as Power push on one side , and power value on each individual or group on the other . Spirit good work _ will be very influential in performance employees so they can finish responsibility with Good

Incentives work

Incentive conducive _ or calm can give good influence _ For employees so they can do his job with maximum . According Afandi, stated that incentives Work is all something exists _ around employees and earn influence in operate assigned tasks _ to her for example with there is an air conditioner (AC), adequate lighting and so on Afandi (2018:65) . incentives Work in a manner very direct influence someone . Not only from connection between human , however circumstances the place he occupies also influences his focus employee in finish his job . Comfortable and safe room _ can influence performance employee For Can do activities optimally .

Then according to (Widyaningrum , 2019:56-57) incentives Work is all something that is around _ worker or a maximum bag that supports employee in settlement tasks assigned to employees _ To use increase Work employee in something company . company that has incentive adequate , will _ give satisfaction to its members For finish his obligations with Good employees who can influence satisfaction Work employee in carry out work so that will obtained results work that .

According to (kasmere 2018:192) incentives Work is atmosphere or condition around place work, form room , layout, facilities , existing infrastructure in room scope company the . Nice room , comfortable and safe will make employee the more comfortable and able do activities with as good maybe . But what is contained in the incentive Work No just with things that are _ _ exists comfort will something looks visually. Connection Good with somebody is something form comfort in environment . According to (Effendy & Fitria, 2019:50) defines incentive Work is interaction Work in a manner direct with superior nor fellow colleague work and subordinates . At the company that earns source Power human for sure get Lots difference in character _ attitude, view somebody in interact , will trigger conflicts between someone . Because with get good relationship _ between fellow , will be intertwined optimal communication for avoid misunderstanding .

(Sihaloho and Siregar 2019) stated incentives less work _ pleasant will make employee get decreased performance and time _ achievement task that has been given can walk No in accordance with a given target so that matter results system applied work _ become No effective and efficient , on the contrary pleasant work incentives will give good impact _ to self myself and the company so that employee obtain satisfaction in achievement its performance and the company also gains objective company you want achieved.

Loyalty Employee

Loyalty employees are very important for company because have loyal employees _ to company will make company the more easy and fast in develop and advance company with objective existing organization _ made . Biggest asset company is employee . Importance loyalty employees on results performance company , then company need increase attention to efforts maintain and look after loyalty employee the or make employee satisfied and loyal to company (pitoy , piyo & rumawas 2020 : 339).

Loyalty need grown and maintained in a manner Keep going continuously , loyalty can covers loyalty to work , partner work and loyalty to company , with thereby will arise solidarity social ones

high in the end will increase effectiveness company (Mahayani & Dewi, 2020: 1701) .

(Purnamasari & Sintaasih , 2019: 5763) Loyalty employee is employees who have will Work same meaning _ willingness sacrifice self involve exists awareness For devote self to company , dedication This will always support role as well as employee in company . sacrificial employees _ For company is form loyalty to company furthermore according to (arnawa and darsana 2021:270) loyalty is faithfulness from a employee to company place work , so employee the tend No moving around to another company . Loyal to the company is expected properties _ company on its own his employees .

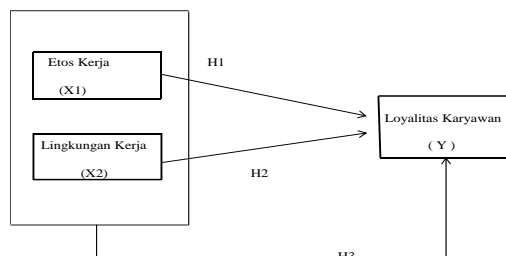
Framework Thoughts

Framework thinking in study This consists from three variable , ie variable independent and dependent . In research This variable independent is ethos Work (X1) and Incentives work (X2), whereas variable dependent is Loyalty Employee (Y).

Based on description above _ addressed For analyze influence ethos work and incentives Work to loyalty employee . Skeleton overview thinking in study the can seen as following :

Figure 2.1 Framework Thinking

hypothesis Study



Based on description framework thoughts and results study empirical above , then _ researcher submit a number of hypothesis study as following :

H1: Yes influence ethos Work to loyalty employee at PT XYZ

H2: Yes influence incentive Work to loyalty employees at PT XYZ

H3: Yes influence ethos work and incentives Work to loyalty employee against PT. XYZ

III. RESEARCH METHODS

Research design is plan For collection , measurement , and analysis of data based on question study from studies (now 2017:109). object study This about loyalty employees at PT XYZ. Research method This use study quantitative survey . Study survey is research conducted _ For gather information with compiling a list of questions to ask to respondent .

Sample

According to (Sugiyono , 2019:127) sample is part from number and characteristics owned by the population the . The sample used must truly representative. Amount sample use

sample saturated . On research This writer use taking sample which probability *sampling* whole population made sample . Amount population in the study This totaling 60 people.

Data Analysis Methods

On research This is the primary data collected from questionnaire study with count score the whole with average score each grain question from variable research . Then results data analysis interpreted For know results from the issues discussed . Data analysis and testing techniques hypothesis For prove testing hypothesis study use analysis regression double with assistance from the Statistics Product and Service Solution (SPSS) version 23. Analysis results regression double with the SPSS program among other things obtained mark coefficient correlation and coefficient determination , equality regression multiple , F test value , and t test. Data analysis is also assisted with use statistics descriptive simple , so that each data obtained can supported with presentation in a manner graphic .

IV. ANALYSIS AND DISCUSSION

Validity Test

Table 4.1 Validity Test Results ethos Work

No pertanyaan	R hitung	R tabel	Kesimpulan
Pertanyaan 1	0,601	0,254	Valid
Pertanyaan 2	0,725	0,254	Valid
Pertanyaan 3	0,693	0,254	Valid
Pertanyaan 4	0,566	0,254	Valid
Pertanyaan 5	0,672	0,254	Valid
Pertanyaan 6	0,713	0,254	Valid

Sumber : data primer diolah dengan SPSS 23

Source : primary data processed with SPSS 23

Table 4.2 Validity Test Results incentives Work

No pertanyaan	R hitung	R tabel	Kesimpulan
Pertanyaan 7	0,472	0,254	Valid
Pertanyaan 8	0,581	0,254	Valid
Pertanyaan 9	0,873	0,254	Valid
Pertanyaan 10	0,572	0,254	Valid
Pertanyaan 11	0,873	0,254	Valid
Pertanyaan 12	0,863	0,254	Valid
Pertanyaan 13	0,581	0,254	Valid

Source : primary data processed with SPSS 23

Table 4.3 Validity Test Results Loyalty Employee

No pertanyaan	R hitung	R tabel	Kesimpulan
Pertanyaan 14	0,795	0,254	Valid
Pertanyaan 15	0,668	0,254	Valid
Pertanyaan 16	0,795	0,254	Valid
Pertanyaan 17	0,682	0,254	Valid
Pertanyaan 18	0,525	0,254	Valid
Pertanyaan 19	0,610	0,254	Valid
Pertanyaan 20	0,405	0,254	Valid

Source : primary data processed with SPSS 23

Based on results validity test table above , all statement ethos work , incentives work and loyalty employee get r count > from r table with mark significance of 5% or 0.05. Then got concluded that validity test results valid or _ legitimate For used in instrument test research .

Reliability Test

Reliability Test ethos Work

Reliability Statistics

Cronbach's Alpha	N of Items
.756	7

Reliability Test Work

Reliability Statistics

Cronbach's Alpha	N of Items
.802	7

incentives

Reliability Statistics

Cronbach's Alpha	N of Items
.756	7

Reliability Test Work

Loyalty

Reliability Statistics

Cronbach's Alpha	N of Items
.736	6

table

Based on the reliability test on showing that ethos Work get *Cronbach's alpha* of 0.736. the value more big from Reliability test results ethos work 0.736, incentives 0.802, loyalty employees 0.756. Then got concluded that results from completed questionnaire _ spread get level good reliability _ so that can made as a research instrument .

0.70.
work

Assumption Test Classic Normality Test

		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.16176739
Most Extreme Differences	Absolute	.072
	Positive	.072
	Negative	-.054
Test Statistic		.072
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source : primary data processed with SPSS 23

Based on normality test results is known mark Asymp . Sig (2-tailed) on the variable ethos work and incentives Work to loyalty employee is 0.20. So rate significance 0.20 > 0.05, then can concluded that residual values are normally distributed .

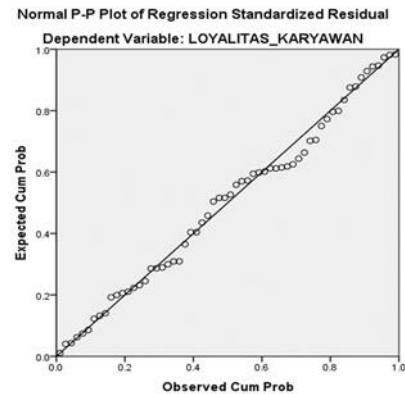
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.838	2.629		2.220	.030		
ETOS_KERJA	.379	.137	.342	2.769	.008	.474	2.108
LINGKUNGAN_KERJA	.461	.118	.483	3.916	.000	.474	2.108

a. Dependent Variable: LOYALITAS_KARYAWAN

Source : primary data processed with SPSS 23

Based on scatterplot images can seen that existing points _ spread around the diagonal line and follow diagonal direction . Then the residual data is loyalty employee normally distributed and satisfying assumption normality .

Multicollinearity Test



Source : primary data processed with SPSS 23

Based on table on is known that mark VIF (*Variance Inflation Factor*) variable ethos work (X1) and incentives work (X2) is $2.108 < 10$ and the tolerance value is $0.474 > 0.1$. Then got concluded that data _ No happen multicollinearity and not happen correlation between variable free .

Heteroscedasticity Test

Source : primary data processed with SPSS 23

Based on picture the that picture in scatteplot showing dot, dot, dot spread in a manner random that is above, below and around number 0 and no collect one point certain or form wavy , wide pattern _ Then narrows and then widened back . Then seen from picture above , got concluded that No happen heteroscedasticity in the regression model .

Multiple Linear Analysis

Source : primary data processed with SPSS 23

From the results equality regression on can outlined as following :

a. Constant : 5,838

a value of 5.838 is constant or circumstances when the loyalty variable employee Not yet influenced by other variables namely the ethos variable work (X1) and incentives work (X2). If the independent variable is not There is then the loyalty variable employee No experience change .

b. Coefficient ethos work (X1)

Coefficient value ethos Work that is of 0.379, indicating that ethos variable Work have positive influence _ to loyalty meaningful employees _ that every 1 unit increase in the ethos variable Work will influence loyalty employee of 0.379.

c. Coefficient incentive work (X2)

Coefficient value ethos Work that is of 0.461 shows that variable incentives Work have positive influence _ to loyalty meaningful employees _ that every increase of 1 unit of incentive variable Work will influence loyalty employee of 0.461.

Hypothesis Test
Partial Test (T test)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.767 ^a	.589	.575	2.199

a. Predictors: (Constant), LINGKUNGAN_KERJA, ETOS_KERJA
 b. Dependent Variable: LOYALITAS_KARYAWAN

Source : primary data processed with SPSS 23
 Based on table on so obtained result as following :

1. Ethos work (X1) influential and significant to loyalty (Y)
 On the results of the t test for variable ethos Work obtained t count as big 2.769 > 2.002 and sig 0.008 < 0.05. So concluded that Ha is accepted and Ho is rejected . Means showing that ethos Work influential in a manner Partial to loyalty .
2. Incentives work (X2) influential and significant to loyalty (Y)
 On the results of the t test for variable incentive Work obtained t count of 3.916 > 2.002 and sig 0.00 < 0.05. So concluded that Ha is accepted and Ho is rejected . Means showing that incentive Work influential in a manner Partial to loyalty .

Simultaneous Test (Test F)

Source : primary data processed with SPSS 23
 From the results table on calculated F value > F table ie 40.831 > 3.156 results from df = (kn -k) = (2.58) with significant 5% later mark significant 0.000 < 0.05. So concluded that Ha is accepted and Ho is rejected which means in a manner together or simultaneous influential and significant from variable ethos work and incentives Work to loyalty PT employees Trinergy .

Coefficient Determinant (R²)

Source : primary data processed with SPSS 23
 Based on table on can seen results from coefficient determination (R²) is obtained mark R Square of 0.589 or 58.9% by ethos work and incentives work . Whereas the remaining 41.1% is influenced by other variables that are not investigated in research this .

Discussion Results

- 1 . Influence ethos Work (X1) Against Loyalty Employee (Y)
 Based on results that have been tested in testing hypothesis that t ethos test work (X1) is obtained value of T count 2.769 > T table 2.002 with seen from mark coefficient 0.379 with mark significance of 0.008 more small of 0.05 or 0.008 < 0.05. Then Ha₁ is accepted by Ho₁ rejected . Then got concluded that influence ethos Work influential positive and significant in a manner Partial to loyalty PT employees Trinergy ambassador indonesian . this _ can seen from some respondents _ big answer agree with the statements on the questionnaire that has

been in accordance with indicator ethos work . ethos low work is very influential to loyalty employees , because will hinder progress company .

In connection with previous research The Effect of Work Ethics and Work Incentives on Employee Performance (Study on BRI Syariah Employees at the Kediri Branch Office) (Devy Prameswan 2020) which focused on Employee Performance with significant results, but on study This focus is different, namely Employee Loyalty with results that have a significant effect.

On results research This in the same direction with research already _ made by marnie sikettang (2020) with title Analysis Structural Equation Modeling Conflict Work , Ethics Work And Compensation To Employee Performance Loyalty at the Prof. Foundation. Dr. H. Kaadirun Yahya. that ethos Work effect positive and significant to loyalty .

2. Influence incentives work (X2) Against Loyalty Employee (Y)

Based on results that have been tested in testing hypothesis that incentive t test work (X2) is obtained T count value $3.916 > T$ table 2.002 with seen from mark coefficient 0.461 with value significance of 0.000 more small of 0.05 or $0.000 < 0.05$. Then H_{a2} is accepted H_{o2} is rejected . Then got concluded that influence incentive Work influential positive and significant in a manner Partial to loyalty PT employees Trinerdy Indonesian ambassador . incentives Work must noticed by the company because work incentives is driving factor _ For do activity .

There is influence positive and significant in incentives Work to loyalty employees , increasingly have incentives Good so employee will the more pushed For do duties and responsibilities answer each with ok . results research this time in the same direction with research already _ conducted by viona vista (2020) influence incentive work and satisfaction Work to loyalty to PT. Alamkacha Indonesian Prabh .

3. Influence ethos Work (X1) and Incentives work (X2) Against Loyalty Employee (Y)

Based on results that have been tested simultaneous in testing hypothesis that the F ethos test work (X1) and incentives work (X2) is obtained F count value $40.831 > F$ table 3.156 with mark significance of 0.000 more small of 0.05 or $0.008 < 0.05$. Then H_{a3} is accepted H_{o3} is rejected . Then got concluded that influence ethos work and incentives Work influential positive and significant in a manner simultaneous to loyalty PT employees Trinerdy Indonesian ambassador .

Based on from results the proven that ethos work and incentives Work influential to loyalty employees , because results from respondent part big state agree with statement in accordance indicator ethos work and incentives Work to loyalty employee . If level ethos work and incentives Work well , then will increase employee loyalty For Keep going endure in company

V. CONCLUSION

Based on results research that has carried out by the author and discussion from chapters before , then can concluded influence ethos work and incentives Work to loyalty employees at PT XYZ as following :

1. Work ethic influential in a manner Partial to loyalty employees at PT XYZ with supported T test value count $2.769 > 2.002$ T table with mark significance of 0.008 which is more small of 0.05 which means influence ethos Work to loyalty employees at PT. XYZ significant .
2. Work incentives influential in a manner Partial to loyalty employees at PT XYZ with supported T test value count $3.916 > 2.002$ T table with mark significance of 0.000 which is more small of 0.05 which means influence incentive Work to loyalty employees at PT XYZ significant .
3. Work ethic and incentives Work in a manner simultaneous influential to loyalty employee supported with mark coefficient determinant (R^2) 0.589 which means

the ethos variable work and incentives Work capable influence loyalty employee of 58.9% meanwhile the remaining 41.1% get explained with other variables. In the F test also proves the calculated F value is $40.831 > F$ table 3.156 which means ethos work and incentives Work in a manner simultaneous influential to loyalty employees at P t. XYZ.

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Get loyal employees _ is thing that everyone wants _ company , because the advantage that is can save For cost , like cost replacement employee . Because it will eat time longer for _ practice employee new and them will need time For get used to and adjust self with culture existing company _ walk . Many companies get A little permanent employees _ loyal to company , or Lots shifting employees , because _ There is Lots reason Why they disloyal to _ company .

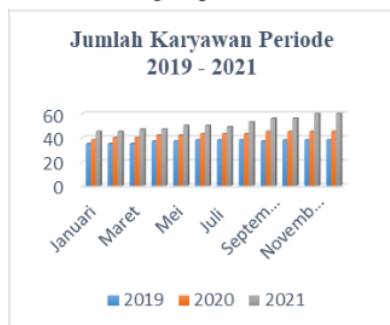
Company always try and motivate his employees For have high loyalty _ For You're welcome in advance objective company . So from That in results interview on research This writer assume that ethos work and incentives Work can increase loyalty employee to company . following writer provide incremental data amount employees at PT XYZ period 2019-2021:

Based on chart the is known amount employee experience increase period 2019 to with 2021. Then with thereby company need do various efforts and methods __ For give motivation for employees , so enthusiasm Work employee increase and open view employee so that can increase productivity Work them . A must try done company like with give incentive which is convenient to employees , so employees feel comfortable and safe in work , as well must always apply norms , rules _ _ work to get balance in work and circumstances more conducive .

II. Library Review

Ethos Work

According to priansa ethos Work is something Spirit employee 's work __ For capable



Work more Good To use obtain mark plus in something work Priansa (2018: 283). ethos good work _ in self influential employees _ positive For company . If increase ethos consistent work on yourself _ employees and handl¹⁵ in a manner integrated by the agency of course). ethos Work is set behavior Work positive rooted in strong cooperation , fundamental beliefs , accompanied _ total commitment to the paradigm integral work (Simanjuntak, 2020).

According to (Junarti et.al 2021:20) Ethos Work is attitude that emerges on will and consciousness itself based on the system orientation mark culture to Work or demonstrating ethos _ attitude , personality , character , character , as well belief on something . ethos high work _ should There is in every employees , because company Certain will in great need

employees who have Work hard and has high commitment to continue _ Can maintain company and compete with competitor other . company you want success Certain always involve member For performance , then from That company must get ethos high work to get _ Can operate objective company .

ethos Work is norm supportive culture _ somebody For do and take responsibility answer to his job based on belief that work the get mark intrinsic (hamid, judge , shaleha 2021). Whereas according to (Badriati 2021:6) Ethos Work is *double standard of life* that is as Power push on one side , and power value on each individual or group on the other . Spirit good work _ will be very influential in performance employees so they can finish responsibility with Good

Incentives work

Incentive conducive _ or calm can give good influence _ For employees so they can do his job with maximum . According Afandi, stated that incentives Work is all something exists _ around employees and earn influence in operate assigned tasks _ to her for example with there is an air conditioner (AC), adequate lighting and so on Afandi (2018:65) . incentives Work in a manner very direct influence someone . Not only from connection between human , however circumstances the place he occupies also influences his focus employee in finish his job . Comfortable and safe room _ can influence performance employee For Can do activities optimally .

Then according to (Widyaningrum , 2019:56-57) incentives Work is all something that is around _ worker or a maximum bag that supports employee in settlement **tasks assigned to employees _ To** use increase **Work** employee **in** something **company** . company that has incentive adequate , will _ give satisfaction to its members For finish his obligations with Good employees who can influence satisfaction Work employee in carry out work so that will obtained results work that .

According to (kasmere 2018:192) incentives Work is atmosphere or condition around place work, form room , layout, facilities , existing infrastructure in room scope company the . Nice room , comfortable and safe will make employee the more comfortable and able do activities with as good maybe . But what is contained in the incentive Work No just with things that are _ _ exists comfort will something looks visually. Connection Good with somebody is something form comfort in environment . According to (Effendy & Fitria, 2019:50) defines incentive Work is interaction Work in a manner direct with superior nor fellow colleague work and subordinates . At the company that earns source Power human for sure get Lots difference in character _ attitude, view somebody in interact , will trigger conflicts between someone . Because with get good relationship _ between fellow , will be intertwined optimal communication for avoid misunderstanding .

(Sihaloho and Siregar 2019) stated incentives less work _ pleasant will make employee get decreased performance and time _ achievement task that has been given can walk No in accordance with a given target so that matter results system applied work _ become No effective and efficient , on the contrary pleasant work incentives will give good impact _ to self myself and the company so that employee obtain satisfaction in achievement its performance and the company also gains objective company you want achieved.

Loyalty Employee

Loyalty employees are very important for company because have loyal employees _ to company will make company the more easy and fast in develop and advance company with objective existing organization _ made . Biggest asset company is employee . Importance loyalty employees on results performance company , then company need increase attention to efforts maintain and look after loyalty employee the or make employee satisfied and loyal to company (pitoy , piyo & rumawas 2020 : 339).

Loyalty need grown and maintained in a manner Keep going continuously , loyalty can covers loyalty to work , partner work and loyalty to company , with thereby will arise solidarity social ones

high in the end will increase effectiveness company (Mahayani & Dewi, 2020: 1701) .

(Purnamasari & Sintaasih , 2019: 5763) Loyalty employee is employees who have will Work same meaning _ willingness sacrifice self involve exists awareness For devote self to company , dedication This will always support role as well as employee in company . sacrificial employees _ For company is form loyalty to company furthermore according to (arnawa and darsana 2021:270) loyalty is faithfulness from a employee to company place work , so employee the tend No moving around to another company . Loyal to the company is expected properties _ company on its own his employees .

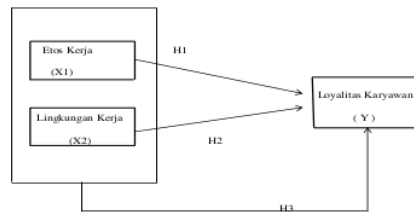
Framework Thoughts

Framework thinking in study This consists from three variable , ie variable independent and dependent . In research This variable independent is ethos Work (X1) and Incentives work (X2), whereas variable dependent is Loyalty Employee (Y).

Based on description above _ addressed For analyze influence ethos work and incentives Work to loyalty employee . Skeleton overview thinking in study the can seen as following :

Figure 2.1 Framework Thinking

hypothesis Study



Based on description framework thoughts and results study empirical above , then _ researcher submit a number of hypothesis study as following :

H1: Yes influence ethos Work to loyalty employee at PT XYZ

H2: Yes influence incentive Work to loyalty employees at PT XYZ

H3: Yes influence ethos work and incentives Work to loyalty employee against PT. XYZ

III. RESEARCH METHODS

Research design is plan For collection , measurement , and analysis of data based on question study from studies (now 2017:109). object study This about loyalty employees at PT XYZ. Research method This use study quantitative survey . Study survey is research conducted _ For gather information with compiling a list of questions to ask to respondent .

Sample

According to (Sugiyono , 2019:127) sample is part from number and characteristics owned by the population the . The sample used must truly representative. Amount sample use

sample saturated . On research This writer use taking sample which probability *sampling* whole population made sample . Amount population in the study This totaling 60 people.

Data Analysis Methods

On research This is the primary data collected from questionnaire study with count score the whole with average score each grain question from variable research . Then results data analysis interpreted For know results from the issues discussed . Data analysis and testing techniques hypothesis For prove testing hypothesis study use analysis regression double with assistance from the Statistics Product and Service Solution (SPSS) version 23. Analysis results regression double with the SPSS program among other things obtained mark coefficient correlation and coefficient determination , equality regression multiple , F test value , and t test. Data analysis is also assisted with use statistics descriptive simple , so that each data obtained can supported with presentation in a manner graphic .

2.2. ANALYSIS AND DISCUSSION

Validity Test

Table 4.1 Validity Test Results ethos Work

No pertanyaan	R hitung	R tabel	Kesimpulan
Pertanyaan 1	0,601	0,254	Valid
Pertanyaan 2	0,725	0,254	Valid
Pertanyaan 3	0,693	0,254	Valid
Pertanyaan 4	0,566	0,254	Valid
Pertanyaan 5	0,672	0,254	Valid
Pertanyaan 6	0,713	0,254	Valid

Sumber : data primer diolah dengan SPSS 23

Source : primary data processed with SPSS 23

Table 4.2 Validity Test Results incentives Work

No pertanyaan	R hitung	R tabel	Kesimpulan
Pertanyaan 4	0,472	0,254	Valid
Pertanyaan 8	0,581	0,254	Valid
Pertanyaan 9	0,873	0,254	Valid
Pertanyaan 10	0,572	0,254	Valid
Pertanyaan 11	0,873	0,254	Valid
Pertanyaan 12	0,863	0,254	Valid
Pertanyaan 13	0,581	0,254	Valid

Source : primary data processed with SPSS 23

Table 4.3 Validity Test Results Loyalty Employee

No pertanyaan	R hitung	R tabel	Kesimpulan
Pertanyaan 14	0,795	0,254	Valid
Pertanyaan 15	0,668	0,254	Valid
Pertanyaan 16	0,795	0,254	Valid
Pertanyaan 17	0,682	0,254	Valid
Pertanyaan 18	0,525	0,254	Valid
Pertanyaan 19	0,610	0,254	Valid
Pertanyaan 20	0,405	0,254	Valid

Source : primary data processed with SPSS 23

Based on results validity test table above , all statement ethos work , incentives work and loyalty employee get r count > from r table with mark significance of 5% or 0.05. Then got concluded that validity test results valid or _ legitimate For used in instrument test research .

Reliability Test

Reliability Test ethos Work

Reliability Statistics

Cronbach's Alpha	N of Items
.756	7

Reliability Test Work

Reliability Statistics

Cronbach's Alpha	N of Items
.756	7

Reliability Test Work

Reliability Statistics

Cronbach's Alpha	N of Items
.802	7

incentives

Loyalty

Based on

Reliability Statistics

Cronbach's Alpha	N of Items
.736	6

table

0.70. work

the reliability test on showing that ethos Work get Cronbach's alpha of 0.736. the value more big from Reliability test results ethos work 0.736, incentives 0.802, loyalty employees 0.756. Then got concluded that results from completed questionnaire _ spread get level good reliability _ so that can made as a research instrument .

Assumption Test Classic

Normality Test

	Unstandardized Residual
N	60
Normal Parameters ^a	Mean .0000000 Std. Deviation 2.16176739
Most Extreme Differences	Absolute .072 Positive .072 Negative .057
Test Statistic	.072
Asymp. Sig. (2-tailed)	.200 ^b

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source : primary data processed with SPSS 23

Based on normality test results is known mark Asymp . Sig (2-tailed) on the variable ethos work and incentives Work to loyalty employee is 0.20. So rate significance 0.20 > 0.05, then can concluded that residual values are normally distributed .

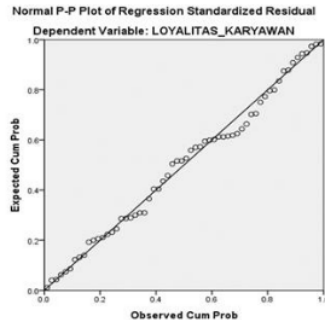
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	5.638	2.629		2.220	.030		
ETOS_KERJA	.379	.137	.342	2.769	.008	.474	2.108
LINGKUNGAN_KERJA	.461	.118	.483	3.915	.000	.474	2.108

a. Dependent Variable: LOYALITAS_KARYAWAN

1 Source : primary data processed with SPSS 23

8 Based on scatterplot images can seen that existing points _ spread around the diagonal line and follow diagonal direction . Then the residual data is loyalty employee normally distributed and satisfying assumption normality .

Multicollinearity Test



1 Source : primary data processed with SPSS 23

Based on table on is known that mark VIF (*Variance Inflation Factor*) variable ethos work (X1) and incentives work (X2) is $2.108 < 10$ and the tolerance value is $0.474 > 0.1$. Then got concluded that data _ No happen multicollinearity and not happen correlation between variable free .

Heteroscedasticity Test

8 Source : primary data processed with SPSS 23

Based on picture the that picture in scatteplot showing dot, dot, dot spread in a manner random that is above, below and around number 0 and no collect one point certain or form way , wide pattern _ Then narrows and then widened back . Then seen from picture above , got concluded that No happen heteroscedasticity in the regression model .

Multiple Linear Analysis

25 Source : primary data processed with SPSS 23

From the results equality regression on can outlined as following :

a. Constant : 5,838

a value of 5.838 is constant or circumstances when the loyalty variable employee Not yet influenced by other variables namely the ethos variable work (X1) and incentives work (X2). If the independent variable is not There is then the loyalty variable employee No experience change .

b. Coefficient ethos work (X1)

Coefficient value ethos Work that is of 0.379, indicating that ethos variable Work have positive influence _ to loyalty meaningful employees _ that every 1 unit increase in the ethos variable Work will influence loyalty employee of 0.379.

c. Coefficient incentive work (X2)

Coefficient value ethos Work that is of 0.461 shows that variable incentives Work have positive influence _ to loyalty meaningful employees _ that every increase of 1 unit of incentive variable Work will influence loyalty employee of 0.461.

Hypothesis Test Partial Test (T test)

6
Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.767 ^a	.589	.575	2.199

a. Predictors: (Constant), LINGKUNGAN_KERJA, ETOS_KERJA
b. Dependent Variable: LOYALITAS_KARYAWAN

- 1** Source : primary data processed with SPSS 23
Based on table on so obtained result as following :
1. Ethos work (X1) influential and significant to loyalty (Y)

2 On the results of the t test for variable ethos Work obtained t count as big 2.769 > 2.002 and sig 0.008 < 0.05. So concluded that Ha is accepted and Ho is rejected . Means showing that ethos Work influential in a manner Partial to loyalty .
 2. Incentive work (X2) influential and significant to loyalty (Y)

2 On the results of the t test for variable incentive Work obtained t count of 3.916 > 2.002 and sig 0.00 < 0.05. So concluded that Ha is accepted and Ho is rejected . Means showing that incentive Work influential in a manner Partial to loyalty .

Simultaneous Test (Test F)

- 1** Source : primary data processed with SPSS 23
From the results table on calculated F value > F table ie 41.331 > 3.156 results from $df = (k - 1, n - k) = (2, 58)$ with significant 5% later mark significant 0.000 < 0.05. So concluded that Ha is accepted and Ho is rejected which means in a manner together or simultaneous influential and significant from variable ethos work and incentives Work to loyalty PT employees Trinergy .

Coefficient Determinant (R²)

- 1** Source : primary data processed with SPSS 23
Based on table on can seen results from coefficient determination (0.589) is obtained mark R Square of 0.589 or 58.9% by ethos work and incentives work . Whereas the remaining 41.1% is influenced by other variables that are not investigated in research this .

Discussion Results

- 1 . Influence ethos Work (X1) Against Loyalty Employee (Y)

Based on results that have been tested in testing hypothesis that t ethos test work (X1) is obtained value of T count 2.769 > T table 2.002 with seen from mark coefficient 0.379 with mark significance of 0.008 more small of 0.05 or 0.008 < 0.05. Then Ha is accepted by Ho rejected . Then got concluded that influence ethos Work influential positive and significant in a manner Partial to loyalty PT employees Trinergy ambassador indonesian . this _ can seen from some respondents _ big answer agree with the statements on the questionnaire that has

been in accordance with indicator ethos work . ethos low work is very influential to loyalty employees , because will hinder progress company .

In connection with previous research *The Effect of Work Ethics and Work Incentives on Employee Performance (Study on BRI Syariah Employees at the Kediri Branch Office)* (Devy Prameswan 2020) which focused on Employee Performance with significant results, but on study This focus is different, namely Employee Loyalty with results that have a significant effect.

On results research This in the same direction with research already _ made by marnie sikettang (2020) with title *Analysis Structural Equation Modeling Conflict Work , Ethics Work And Compensation To Employee Performance Loyalty at the Prof. Foundation. Dr. H. Kaadirun Yahya.* that ethos Work effect positive and significant to loyalty .

2. Influence incentives work (X2) Against Loyalty Employee (Y)

Based on results that have been tested in testing hypothesis that incentive t test work (X2) is obtained T count value $3.916 > T$ table 2.002 with seen from mark coefficient 0.461 with value significance of 0.000 more small of 0.05 or $0.000 < 0.05$. Then H_{a2} is accepted H_{o2} is rejected . Then got concluded that influence incentive Work influential positive and significant in a manner Partial to loyalty PT employees Trinergy Indonesian ambassador . incentives Work must noticed by the company because work incentives is driving factor _ For do activity .

There is influence positive and significant in incentives Work to loyalty employees , increasingly have incentives Good so employee will the more pushed For do duties and responsibilities answer each with ok . results research this time in the same direction with research already _ conducted by viona vista (2020) influence incentive work and satisfaction Work to loyalty to PT. Alamkacha Indonesian Prabh .

3. Influence ethos Work (X1) and Incentives work (X2) Against Loyalty Employee (Y)

Based on results that have been tested simultaneous in testing hypothesis that the F ethos test work (X1) and incentives work (X2) is obtained F count value $40.831 > F$ table 3.156 with mark significance of 0.000 more small of 0.05 or $0.008 < 0.05$. Then H_{a3} is accepted H_{o3} is rejected . Then got concluded that influence ethos work and incentives Work influential positive and significant in a manner simultaneous to loyalty PT employees Trinergy Indonesian ambassador .

Based on from results the proven that ethos work and incentives Work influential to loyalty employees , because results from respondent part big state agree with statement in accordance indicator ethos work and incentives Work to loyalty employee . If level ethos work and incentives Work well , then will increase employee loyalty For Keep going endure in company

¹¹ V. CONCLUSION

Based on results research that has carried out by the author and discussion from chapters before , then can concluded influence ethos work and incentives Work to loyalty employees at PT XYZ as following :

1. Work ethic influential in a manner Partial to loyalty employees at PT XYZ with supported T test value count $2.769 > 2.002$ T table with mark significance of 0.008 which is more small of 0.05 which means influence ethos Work to loyalty employees at PT. XYZ significant .
2. Work incentives influential in a manner Partial to loyalty employees at PT XYZ with supported T test value count $3.916 > 2.002$ T table with mark significance of 0.000 which is more small of 0.05 which means influence incentive Work to loyalty employees at PT XYZ significant .
3. Work ethic and incentives Work in a manner simultaneous influential to loyalty employee supported with mark coefficient determinant (R^2) 0.589 which means

the ethos variable work and incentives Work capable influence loyalty employee of 58.9% meanwhile the remaining 41.1% get explained with other variables. In the F test also proves the calculated F value is 40.831 > F table 3.156 which means ethos work and incentives Work in a manner simultaneous influential to loyalty employees at P t. XYZ.

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Terimakasih telah mengirimkan artikel ilmiah untuk diterbitkan pada Jurnal Ilmiah Manajemen Ubhara (e-ISSN 2684 – 7000 dan p-ISSN 1858 - 1358) yang diserahkan oleh:

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Chief Editor



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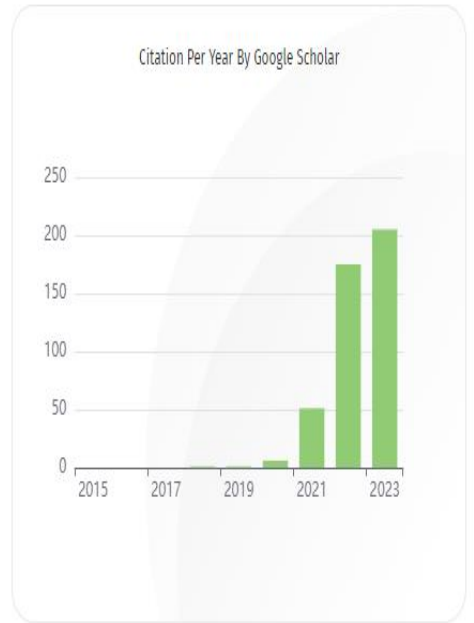
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