

ABSTRACT

Maruki, *The Effect of satisfaction, Loyalty and Work Relationships on Employee Performance. Under the guidance of Mr. Drs. Ec. Mudji Kuswinarno, M.Si*

Human resources are one of the important organs that support the running of the company, the importance of quality human resources will help a company to achieve its vision, mission and goals. This research discusses the problems that exist at PT Adiluhung Saranasegara Indonesia Bangkalan. The objectives of this study are: 1) To determine whether satisfaction has a positive and significant effect on performance 2) To find out loyalty has a significant positive effect on employee performance 3) To find out work relationships have a significant positive effect on employee performance 4) To find out which of satisfaction, loyalty and work relationships have a dominant effect on employee performance. This study uses a quantitative approach method, with the sampling technique Acindetual Sampling obtained a sample of 75 respondents. Based on the analysis obtained the results 1) Job Satisfaction has a positive and significant effect on Employee Performance with a tcount value of 6,864 with a significant level of $0.000 < 0.05$., so it can be stated that the first hypothesis (H1) is accepted. 2) Job Loyalty has a positive and significant effect on Employee Performance with a tcount value of 7.918 with a significant level of $0.000 < 0.05$, so it can be stated that the first hypothesis (H2) is accepted. 3) Work Relationships have a positive and significant effect on Employee Performance with a tcount value of 7.621 with a significant level of $0.000 < 0.05$., so it can be stated that the first hypothesis (H3) is accepted. 4) Work Loyalty has a dominant effect on employee performance with a tcount value of 7.918 with a significant level of $0.000 < 0.05$. that is, work loyalty causes employee performance to increase, therefore the results obtained are positive, so it can be stated that the fourth hypothesis (H4) is accepted.

Keywords: Job Satisfaction, job loyalty, work relationship, employee performance

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