

THE EFFECT OF LEADERSHIP, SALARY AND BENEFITS ON EMPLOYEE LOYALTY IN EXPORT IMPORT COMPANIES

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Abstract

The background of this research is how to find out the influence of salary and allowance leadership on the loyalty of employees at import-export companies. With the influence of these variables, it can be seen what deficiencies can be improved. Development of the times and have loyal employees. The method used in this research is quantitative method and surveys 100 employees at import export companies, so that using this method will produce accurate and real data in the field. The problem raised in this research is how to find out the relationship between salary leadership and benefits on employee loyalty in an export-import company so that it can find the weak points of employees so that employee loyalty can be improved and can be improved. The purpose of this study is to find out the weaknesses of the variables that exist in an import-export company with these variables, it can be improved and can be developed continuously in order to increase employee loyalty and make the company progress and develop.

Keyword: *Leadership, Salary, Benefits, Employee Loyalty*

INTRODUCTION

In a company there are many variables that can affect employee loyalty, these variables are influenced because the level of trust from the employee is getting better day by day both in terms of leadership and in terms of income. Therefore, with this research, the variables will be known which will affect the level of employee loyalty.

The method used is mostly taken from the results of a survey conducted on 100 employees at an import-export company. Therefore, the data obtained will be more data by using quantitative methods as the basic method of this research and using additional survey media.

The problem raised in this study is how to find the variables that can affect employee loyalty in a company engaged in the export-

import sector, the variables raised in this study are leadership, salary, and allowance variables. Level of employee loyalty, will be known after getting the survey results and data processing.

The purpose of this study is how to find the variables that affect the level of employee loyalty in an import-export company, by finding the advantages and disadvantages of these variables, it can help develop import-export companies to be even better in the future, therefore by knowing the variables. With this, the company's shortcomings can be corrected and can be developed. Continue to have the best employees so that they can become assets for the company.

With good leadership, the company will run as it should. Because a good company will have leaders who have a leadership spirit

who can encourage their subordinates with the right leadership spirit, the leaders will bring the company to extraordinary progress and development accompanied by good employee development and can be considered as company assets.

The development of payments or salaries that increase every year due to inflation every year salary is not something that becomes a benchmark for a position but in an area they have a standard minimum salary value, on average, over time, salaries will continue to rise and adjust.

Allowances are part of an employee's income they are allowances are given, if the employee gives the best results at work, therefore allowances can give enthusiasm to work for every employee with good benefits, then the workers will give the best results to the company.

Employee loyalty can be measured by how long he can work at a company and stay afloat despite the difficult conditions of the company, therefore in this study the level of employee loyalty to be measured is influenced by other variables, with a high level of loyalty it will help the company.

RESEARCH METHOD

In this study using three stages, namely the first stage is the method used is a quantitative method that will conduct a survey of 100 employees at an import-export company after getting the data, the data will be processed so that it will get the results of the research which will determine the variables that will affect The dependent variable, therefore, with a survey, the data in the field will be known.

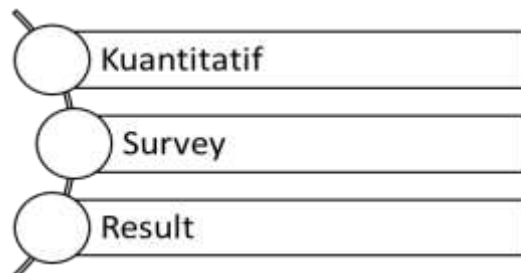


Figure 1. Research Method

RESULT AND DISCUSSION

In this section will discuss how the data was obtained and what the data are so that the data can be processed to produce new data and produce information that can assist in data processing and answer the problems that exist in this research.

Based on Figure 2, it will be explained that there are 3 potential pieces that will be connected to the independent variable and the dependent variable. Therefore, this is a picture of the hypothesis in this study so that it can provide an explanation of the hypothesis.

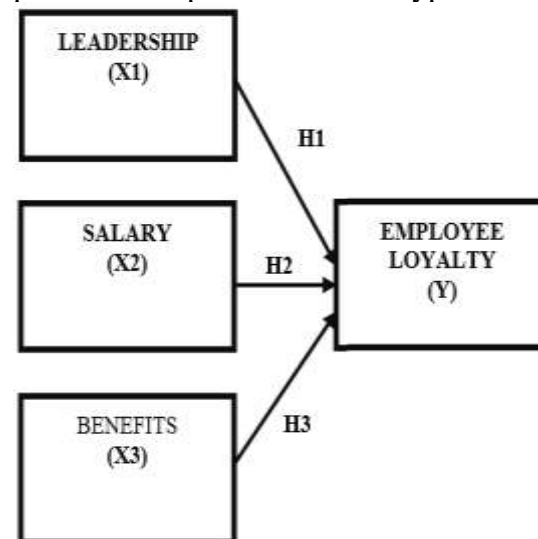


Figure 2. Hipotesis Model

Table 1. Questions on the survey conducted on 100 employee

No	Questions	Variable
1	Good leadership must have a leader	X1
2	Leadership must be fair to all employees	X1
3	Basic leadership of the company	X1
4	Salary to support employees	X2
5	Salary must match the length of work	X2
6	Salary as position level	X2
7	Benefits in addition to salary	X3
8	Benefits as work motivation	X3
9	Allowances are obtained to work better	X3
10	Employee Loyalty is very necessary	Y
11	Employee Loyalty by income level	Y
12	Employee Loyalty to pay attention to	Y
13	Employee Loyalty based on working time	Y

1. Multiple Linear Regression Analysis

a. Regression Equations

Table 2. Recapitulation of the Results of Multiple Linear Regression Analysis

Variable	<i>Unstandardized Coefficients</i>
Leadership	2,359
Salary	0,783
Benefits	0,476
Employee Loyalty	0,764

Source: The Results of Data Processing

There are 4 variables, namely Leadership, Salary, Benefits and Employee Loyalty which have Unstandardized Coefficients values of 2.359, 0.783, 0.476, 0.764 which means that there is a linear relationship because it has a value above 0.005.

b. Koefisien Determinasi (R²)

Table 3. Correlation and Determination Coefficients

Dependent Variable	Independent Variable	R	R Square	Adjusted R Square
Y	X1	0,7	0,840	0,479
	X2	21		
	X3	25		

Source: The Results of Data Processing

Based on table 3, there are 4 independent and dependent variables, which have an R value of 0.7, 21, 25 and have an R Square value of 0.840, and an Adjusted R Square value of 0.479.

c. Hypothesis Testing

c.1. Hipotesis I (F test / Serempak)

Table 4. F / Simultaneous Test

Dependent variable	Independent Variable	F Count	F Table 0,05	Sig.F	decision on H0
Y	X1, X2 & X3	54,667	1,887	0,002	Ditolak

Source: The Results of Data Processing

Based on table 4, the F Count has a value of 54.667 which means it has a value of 54% which has a very significant meaning because it has a value of 0.05 which has a decision H0 is rejected and H1 is accepted.

c.2 Hipotesis II (t test / Parsial)

Table 5. t / partial test results

Variable	t	Sig.
X1	3,865	0,003
X2	5,475	0,002
X3	5,879	0,002

Source: The Results of Data Processing

Based on table 5 there are 3 independent variables, which have t values of 3.865, 5.475, 5.879 and have significant values of 0.002 and 0.003 which means that the independent variable has a significant relationship to the dependent variable.

2. Discussion of Research Results

a. Hypothesis 1 (H1) Leadership (X1) to Employee Loyalty variable (Y).

Hypothesis 1 (H1) has a significant relationship, because H0 is rejected and H1 is accepted.

b. Hypothesis 2 (H2) Salary variable (X2) to Employee Loyalty variable (Y).

Hypothesis 2 (H3) has a significant relationship, because H0 is rejected and H1 is accepted.

c. Hypothesis 3 (H3) Benefits variable (X3) to Employee Loyalty variable (Y).

Hypothesis 3 (H3) has a significant relationship, because H0 is rejected and H1 is accepted.

3. Descriptive Analysis

a. Leadership Variables (X1)

Variable X1 has a significant relationship with variable Y, which means that a good leader will have good employee loyalty.

b. Salary Variable (X2)

Variable X2 has a significant relationship with variable Y, which means a high salary will increase employee loyalty and can affect other variables.

c. Benefits Variable (X3)

Variable X3 has a significant relationship with variable Y, which means that additional benefits to employees will increase employee loyalty and have a positive impact on the company.

d. Employee Loyalty Variable (Y)

V2variables X1, X2, X3 have a significant relationship with variable Y, which means additional leadership, salaries and benefits to employees will increase employee loyalty and have a positive impact on the company.

CONCLUSION

The conclusion of this study is that there is a significant relationship to the leadership variable salary and benefits on employee loyalty in an import-export company with a value of more than 0.005, it can be ascertained that H0 rejects and means that H1 is accepted which means there is a very significant relationship between the independent variables and the dependent variable.

Future research is to replace the independent variables with other variables in order to know the shortcomings that exist in a company so that the company can progress and develop and have employees who have a high level of loyalty.

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