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The Effect of Compensation, Work Stress, and Development Career Towards Employee Loyalty at PT Bank DKI

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Abstract: The purpose of this study is to analyze the influence of compensation, stress work and career development towards employee loyalty at PT Bank DKI South Pintu Besar Branch Office. The research method used is non-probability sampling. Population from This research is about employees of PT Bank DKI, South Pintu Besar Branch Office a number of 51 person with technique taking sample that is *sampling* fed up so that the sample consisted of 51 employees. The results of the study showed Compensation has a positive and significant effect on employee loyalty at PT Bank DKI Office Branch Door Big South. Whereas stress Work And Career development does not affect employee loyalty at PT Bank DKI Office South Pintu Besar Branch. With the multiple linear regression equation as follows: $Y = 15,953 + 0.687 X_1 - 0.066 X_2 + 0.112 X_3$ Recommendation: Upgrade compensation so that loyalty employees at PT Bank DKI Office South Great Door Branch increases.

Keyword: Compensation, Stress Work, Development Career, & Loyalty Employee

INTRODUCTION

Man Which is at and involved on a organization or company and has the intention to realize the goals of the organization the so called source Power man. Source Power man is the driving force of all company activities. The source of strength of an organization is derived from human resources. This power comes from humans- man Which is at on organization and can utilized. According to Cashmere (2016) support HR must seen from amount and quality HR Whichowned. With existence source Power man Which competent on his field become matter Which very important for company For development his business.

The need for quality human resources in a organization so that organization can walk with fluent. According to Cashmere (2016) The quality of human resources must meet the qualifications that are in accordance with the qualifications that aredetermined. There needs to be loyal human resources because of this.own loyalty Which tall Of course will influence performance employee Which good. So that employees are loyal and do their work properly. maximum, the company needs to be able to manage and maintain it wellhuman resources. According to Kasmir (2016) with human resource management Which Correct,

so activity company will walk as should be able to produce the targeted profit. With the profit that continues to increase, it will be able to provide a level of welfare that the more good to for *stakeholders*.

In carry out his job, employee No will off from attitude Work And loyalty. A company need loyalty for his employees For to achieve objective company That Alone. According to Onsardi (2018) employee Which own flavor loyal Of course will always obedient on regulation that exist in the company. If employees lack a sense of loyalty to company, employee Can just to resign self And company need emit cost return For recruiting employee new. Image and Fahmi (2019) in his research say that attitude positive Which owned by employee on company the place Work called with loyalty. Besides Work For himself Alone, employee Which own loyalty Which tall Also do work For interest company the place Work. Lumiu et al. (2019) in his research say that Wrong One factor Which can influence existence a company is loyalty its employees.

In addition, according to Lumiu et al. (2019) is also employee loyalty not only measured by the level of loyalty of an employee to his company, but level contribution Which given employee to company. There is aspects Which influence loyalty, Good on process psychological and also work process. These aspects include the encouragement to continue become member A company, accept with full values that exist in the company, the high sense of responsibility that is possessed, as well as the attitude positive work. In order to create employee loyalty, then company need think about factor Which affect it. In create and increase flavor loyalty employee on company no easy.

Compensation is Wrong One matter Which can influence employee loyalty. In order to be able to create a sense of loyalty that is owned employees are on compensation. Compensation is a payment that given by the company as a reward for work that has been done done by employee. With existence compensation Which worthy from company, so employee will operate his job with Good. According to Hasibuan (2017), the results received by employees as compensation for their work. work Which done for one company. So can concluded that compensation is a matter Which given by company for his employees as form reply service to for employee on work Which has they do it. Compensation can shaped inform money or non-money Money.

One of the factors that makes employees improve their performance is compensation. Therefore, a company needs to determine the right amount of compensation to support the company to achieve its goals its purpose effectively and efficiently. In order to survive in the company, every employee Of course hope get compensation in accordance with performance Which has they give to company. In study Ma'ruf (2021) by providing compensation to employees that is given properly will make employees worry about economic needs more reduced. Compensation given to employees is getting bigger so can enhance the taste loyalty employee.

Loyalty employee Of course just No only influenced by compensation, Still there is factor other Which affect it. Factor other Which influence loyalty employee is stress Work. In A company, employee is assets Which valuable Which influential important in reach objective from company. By Because That, A Companies need to pay attention to their employees' work stress. Minimal stress the work experienced by employees is an ideal condition in work, with low levels of work stress, employees will be comfortable in Work according to Son and Sri Adhi (2018). Employee with level stress in companies that are high can have a negative impact on productivity employee. Besides That, stress Work Also can influence health physique as well as mentally employee. By Because That, company need manage employees well to avoid stress Work.

Besides compensation and stress Work, matter other Which influence loyalty employees is career development. According to Purnamasari and Sintaasih (2019) in order to develop oneself in order to reach a higher level. desired, then good career development is needed so

that in time Which will come, employee will get not quite enough answer the bigger one in the company. The better the career development in A company so Also will make increasingly height loyalty employees. To be able to express interests, personality, and abilities In working, employees certainly want career development. clear. Besides For reach objective company, development career Also mean to For increase ability, competence, as well as development yourself employee. In study Which done Febrian et al. (2020) in developing human resources can be done by implementing development career.

According to Febrian et al. (2020) matter Which done with pattern work which is sequential in forming a person's career is development career. It is necessary giving help from company so that employee can achieve the career level he wants, so that the company can also get power Work Which competitive. For can increase loyalty employee, so every employee need given chance For develop his career. Besides That, development career Also can foster a sense of commitment among employees. In a organization, Of course need existence development career Because self a Employees need to be continuously developed in order to motivate employees in improve performance that he has.

PT Bank DKI is Wrong One Regionally owned enterprise (Body Business Owned by Area) Which operating in the banking sector, with the DKI Jakarta Provincial Government and PD Market Jaya as owner its shares. Stand on 11 April 1961, with the intention of And objective so that can push growth economy And Also encourage regional development in all existing fields. In addition, Bank DKI is expected can improve people's standard of living by become one of the sources of regional income. When it was first established, namely in the year 1961, Bank DKI own Name PT Bank Development Area Jakarta Raya. And final changed his name become PT Bank DKI on year 2008. Moment This, in carrying out the objectives of PT Bank DKI in an era of increasingly fierce competition This in banking, Of course just PT Bank DKI need HR Which tough. Employees are a very valuable asset for the Bank DKI, so it is necessary to always improve in terms of competence, attitude work, and also professionalism of Bank DKI employees. In May 2023, Bank DKI received an award as one of the BUMDs in the sector finance with the predicate "Excellent" at the 2023 Infobank Top BUMD event in Yogyakarta. Matter This because of success all over management And Bank DKI employees who have successfully increased financial performance which is growing rapidly while remaining healthy and able to demonstrate positive growth during challenging economic conditions.

Variables compensation on study Son And Sri Adhi (2018) influential positive And significant to loyalty employee. Because the more The better the compensation given to employees, the better it is. employee work loyalty. In the research of Fazrin and Yusuf (2021) the variable compensation Also own influence Which positive And significant to loyalty employee. Whereas on study Which done Utami and Dwiatmadja (2020) No there is influence between compensation with loyalty employees. In a study conducted by Putra and Sriathi (2018) work stress own influence negative And significant to loyalty employee. Meanwhile, in Kurniawan's research (2019), the work stress variable had an influence positive but No significant to loyalty employee. Variables development career on study Purnamasari And Love (2019) influential positive And significant to loyalty employee. Whereas on study Which done by Lumiu et al. (2019) variable development career No influential significant And positive towards loyalty employee.

Phenomenon Which happen on PT Bank DKI is there is Enough the number of employees who resigned in 2020, namely as much as 435 person with profit clean Which Also decrease as big as 581M. on year 2022, Bank DKI to achieve profit clean highest throughout the founding the company amounted to Rp 939 billion with a total of 3,576 employees. Still there is a number of employee Which not enough comply regulation companies, either intentionally or unintentionally and there are still some employee Which come late Which where matter This contradictory with regulations in PT Bank DKI. The

following is employee turnover data at PT Bank DKI based on data in *the annual report* PT Bank DKI (2022).

Table 1. Amount Turnover Employee

Year	Amount Employee			
	Beginning Year	Enter	Go out	EndYear
2018	3.359	558	115	3,802
2019	3,802	140	488	3.454
2020	3.454	475	435	3.494
2021	3.494	347	266	3,572
2022	3,572	363	364	3,576

Source: Report Annual PT Bank DKI (2022)

Based on the data in Table 1, it can be seen that the *turnover rate* the biggest PT Bank DKI is at on year 2019 as much as 488 person. And amountlowest employee Which to resign self that is on year 2018 as much as 115 person.

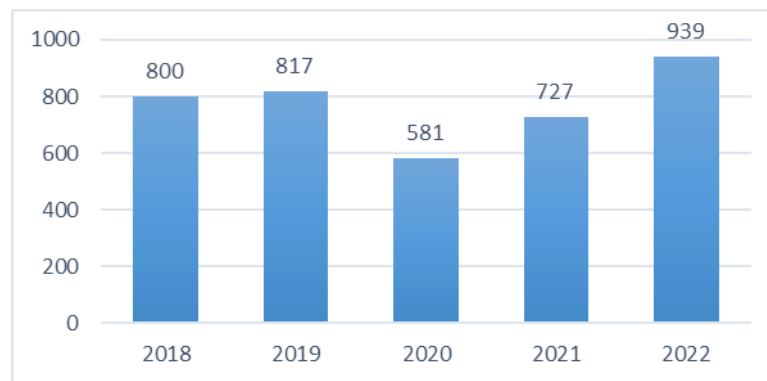


Figure 1. Amount Profit (In Billions of Rupiah)

Source: Report Annual PT Bank DKI (2022)

In Figure 1, it can be seen that the amount of net profit obtained in year 2020 that is as big as Rp 581 M. Where on year 2020 This profit income clean Which got Bank DKI experience decline compared to 2 year previously. On year 2020, there is as much as 435 employee Which go out from company. So that matter This Can influence income Which obtained PT Bank DKI. PT Bank DKI succeed increase return amount profit clean in 2022, which is IDR 939 M. So that PT Bank DKI is able to take notes profit clean highest throughout history the founding company Which increase 29.11% compared to year 2021. Company still need increase Again loyalty Which owned employee, so that employee can help company in achieving its goals.

Based on Exposure background behind and data the, writer interested to conduct research with the title "The Influence of Compensation, Work Stress, And Career Development towards Employee Loyalty at PT Bank DKI Office South Great Door Branch".

Objective Study

1) For know And analyze how much big influence compensation to loyalty employee in PT Bank DKI Office Branch The Great South Gate; 2) For know And analyze how much big influence stress Worktowards employee loyalty at PT Bank DKI Pintu Branch Office Big South; 3) For know And analyze how much big influence development career to loyalty employee in PT Bank DKIOffice South Great Door Branch.

Benefit Study

This research is expected to provide information for PT Bank DKI to loyalty employee. Besides That, study This expected can be used input for PT Bank DKI in increase loyalty employee.

METHOD

Unit Analysis

The unit of analysis in this study is the employees of PT Bank DKI Office. South Pintu Besar Branch is located at Jl. South Pintu Besar No.90, RT.1/RW.5, Pinangsia, Kec. Taman Sari, West Jakarta City, Special Region Capital Jakarta 11110.

Table 2. Operational Variables

Variables	Draft Variables	Indicator	Scale
Compensation (X_1)	Compensation is income that accepted employee in form Money or goods in return which are given by company (Hasibuan, 2017).	1. Wages and wages 2. Incentive 3. Allowance 4. Facility (Gee et al., 2021)	Likert
Work Stress (X_2)	Stress Work is the feeling that full pressure Which experienced by employees in face jobs in internal conditions and external. (Mirza et al., 2020)	1. Factor physiological 2. Factor psychological 3. Behavioral factors in demand (Students et al., 2021)	Likert
Career Development (X_3)	Development career is a series activity Which done for achieve a career which are desired by someone (Mulyadi et al., 2018).	1. Treatment Which fair in career 2. Concern for superior 3. Information about promotion 4. There is interest for promoted 5. Level of satisfaction (Mulyani and Saputri, 2019)	Likert
Employee Loyalty (Y)	Loyalty employees are faithfulness someone in carry out his duties in company with full of awareness and responsibility answer for achieving goals company (Onsardi, 2018).	1. Obey regulation 2. Responsibility on company 3. Willingness to Work the same 4. Flavor own 5. Favorite to work (Kurniawan, 2019)	Likert

Population And Technique Sample

Population

According to Sugiyono (2022) population is a generalization area consisting of objects or subjects that have quantity or characteristics certain Which Then set researcher For studied And withdrawn A conclusion. Population Which become base study This is 51 employee on PT Bank DKI Branch office The Great South Gate.

Sample

According to Sugiyono (2022) sample is part from amount And characteristics Which owned by population. In study This sample Which used are all employees of PT Bank DKI Pintu Branch Office South large, totaling 51 people. The sampling technique used used is nonprobability sampling with technique sampling saturated . The sample in this study was 51 employees at PT Bank DKIOffice South Great Door Branch.

Source Data

Source data in study This obtained from data primary

Method Collection Data

Instrument Study

According to Sugiyono (2022), a research instrument is a tool used to measure an observed phenomenon. Technique collection in this study using a questionnaire. Indicators variable the Then used as reference in compile statement. Answer from statement Which use scale likert.

Table 3. Grouping With Use Scale Likert

Information	Score
Very Agree (SS)	5
Agree (S)	4
Neutral (N)	3
No Agree (TS)	2
Very No Agree (STS)	1

Source: Sugiyono (2022)

Test Validity And Reliability

Test Validity

The Greatest Showman (2022) say that “valid means instrument can be used to measure what should be measured.” Test Validity of all variables and all statement items are all valid.

Test Reliability

According to Sugiyono (2022) a reliable instrument or statement is an instrument that can be used several times to measure the same object still produces the same data. And the results can be seen in Table 4.

Table 4. Results Test Reliability X 1 , X 2 , X 3 and Y

Variables	Mark Cronbach's Alpha	Information
Compensation (X 1)	0.768	Reliable
Stres Work (X 2)	0.788	Reliable
Development Career (X 3)	0.753	Reliable
Loyalty Employee (Y)	0.745	Reliable

Source: Data processed by researcher with SPSS 25 (2023)

Classification Interval Data

In study quantitative, technique analysis data use statistics. For know the magnitude interval socan the following formula is used:

$$\text{interval} = \frac{(\text{Nilai Tertinggi} \times \text{Sampel}) - (\text{Nilai Terendah} \times \text{Sampel})}{\text{Jumlah Kelas}} = 41$$

So that the intervals obtained are as in Table 5

Table 5. Interval Evaluation

Interval	Evaluation
219 - 260	Very Good
177 – 218	Good
135 – 176	Enough Good
93 – 134	Not enough Good
51 – 92	Very No Good

Source: Data processed by researcher with SPSS 25 (2023)

RESULTS AND DISCUSSION

Description of Research Object

PT Bank DKI is Wrong One Regionally owned enterprise (Body Business Owned by Area) Which operating in the banking sector, with the DKI Jakarta Provincial Government and PD Pasar Jaya as its shareholder. Established on April 11, 1961, with Meaning And objective so that can push growth economy And Also encourage regional development in all existing fields. In addition, Bank DKI is expected can improve people's standard of living by become one of the sources of regional income. When it was first established, namely in the year 1961, Bank DKI own Name PT Bank Development Area Jakarta Raya. And final changed his name become PT Bank DKI on year 2008. Moment This, in carrying out the objectives of PT Bank DKI in an era of increasingly fierce competition This in banking, Of course just PT Bank DKI need HR Which tough.

1. Analysis Descriptive
2. Characteristics Respondents

Characteristics Respondents Based on Type Sex

Table 6. Characteristics Respondents Based on Type Sex

Type Sex	Amount	Percentage
Man	23	54.9%
Woman	28	45.1%

Source: Data processed by researcher with Questionnaire (2023)

Can explained that on study This, amount employee PT Bank DKI South Pintu Besar Branch Office, the male gender is as many as 23 people with a percentage of 54.9%, and the number of employees of the female sex, there were 28 people with a percentage of as big as 45.1%.

Characteristics Respondents Based on Age

Table 7. Characteristics Respondents Based on Age

Age	Amount	Percentage
< 25 years	7	13.7%
25 - 30 years	22	43.1%
31 - 35 years	10	19.6%
36 - 40 years	5	9.8%
> 40 years	7	13.7%

Source: Data processed by researcher with Questionnaire (2023)

From Table 7, it can be seen that the highest percentage is those aged 25 to 30 years, amounting to 22 people or 43.1%.

Characteristics Respondents Based on Long Work

Table 8. Characteristics Respondents Based on Long Work

Long Work	Amount	Percentage
<5 year	17	33.3%
6 - 10 years	22	43.1%
11 - 15 years	7	13.7%
>15 year	5	9.8%

Source: Data processed by researcher with Questionnaire (2023)

From Table 8 it can be seen that explained that length of working employee PT Bank DKI Office Branch The largest South Gate for 6 to 10 years was 22 people or 43.1%.

Analysis Descriptive Variables

This study explains descriptively the results of compensation, work stress, career development, and employee loyalty. This questionnaire was filled by 51 employees of PT Bank DKI, South Pintu Besar Branch Office with response as follows:

Analysis Data Variables Compensation (X₁)

The compensation variable contains 8 statement items which are provided in accordance with indicators in chapter 3, and respondents' answers based on the distribution and processing questionnaire as shown in Table 8 below:

Table 9. Recapitulation Variables Compensation (X₁)

No	Statement	Mark	Information
1.	I accept wages in accordance with burdenWork And not quite enough answer that I have	221	Very Good
2.	I accept wages with appropriate time Andin accordance with the standard that applicable	221	Very Good
3.	Company give incentive in a way fairto his employees	221	Very Good
4.	The size incentive Which I accept in accordance with performance Which I give tocompany	229	Very Good
5.	Facility Which given by companyAlready in accordance with the need I	212	Good
6.	Employee given chance in follow training For increasehis ability	221	Very Good
7.	Company give facility guaranteehealth And safety to employee	218	Good
8.	I feel protected with existence guarantee health in Work in PT Bank DKI	219	Very Good
Total		1,762	
Average		220.25	Very good

Source: Data processed by researcher with Questionnaire (2023)

Analysis Data Variables Stres Work (X₂)

Job stress variables exist 6 grain statement Which provided in accordance with indicators in chapter 3, and respondents' answers based on the distribution and Processing of questionnaires from respondents regarding work stress variables is described in Table 10 below:

Table 10. Recapitulation Variables Stres Work (X₂)

No	Statement	Mark	Information
1.	Physique I easy tired consequence work Which excessive	106	Not enough Good
2.	I often feel Sick head whenunder pressure from work	126	Not enough Good
3.	I often feel tense if workI not finished yet	115	Not enough Good
4.	I often feel worried And worry Ifthere is problem in work I	128	Not enough Good
5.	I No capable to weave connection Whichwarm with work colleague	112	Not enough Good
6.	I do work I within a hurry hurry	121	Not enough Good
Total		708	
Average		118	Not good

Source: Data processed by researcher with Questionnaire (2023)

Analysis Data Variables Development Career (X₃)

Variables development career there is 10 grain statement Which provided in accordance with indicator on chapter 3, and answer Respondent based on distribution And processing questionnaire from Respondent explained on Table 11 below:

Table 11. Recapitulation Variables Development Career (X₃)

No	Statement	Mark	Information
1.	I have opportunity Which The same inincrease career path I	221	Very Good
2.	Promotion done on base considerationWhich objective and rational	209	Good
3.	Leaders always involve employees in take decision And emit opinion	215	Good
4.	I always get bait come back from my boss regarding the work I do finish it	221	Very Good
5.	Company always give informationabout career path latest	209	Good
6.	I was given convenience in access information about opportunitypromotion	211	Good
7.	I own enthusiastic Which tall inincrease career path	219	Very Good
8.	I can give contribution Whichmore big to company	215	Good
9.	The company values the background education the one I have	209	Good
10.	I feel satisfied with level career Whichcompany give	211	Good
Total		2.140	
Average		214	Good

Source: Data processed by researcher with Questionnaire (2023)

Analysis Data Variables Loyalty Employee (Y)

Variables loyalty There are 10 statements provided for employees according to the indicators in chapter 3, and the respondents' answers are described in Table 12 below:

Table 12. Recapitulation Variables Loyalty Employee (Y)

No	Statement	Mark	Information
1.	I always obey all applicable company rules and regulations	224	Very Good
2.	I am never late and always follow the specified working hours	221	Very Good
3.	I find it difficult to change jobs	226	Very Good
4.	I will work optimally at the company	226	Very Good
5.	I can complete my tasks well and on time	215	Very Good
6.	I always carry out my tasks with sincerity without feeling forced	221	Good
7.	I have no desire to look for work elsewhere	213	Very Good
8.	I feel that the company is a second home for me	224	Good
9.	I have a sense of pride in the place where I work	217	Very Good
10.	I master my field of work	225	Very Good
Total		2.212	
Average		221,2	Very Good

Source: Data processed by researchers using a questionnaire (2023)

Interpretation Results

Test Normality

Test normality used in analyze whether variable free (X) and the dependent variable (Y) is normally distributed or not. Based on the method Normal Probability Plot (NPP) or normal plot graph, the following is results processing.

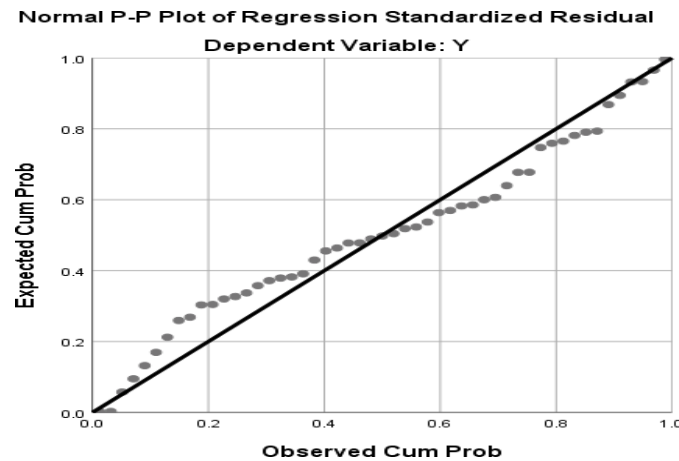


Figure 2. Results Test Normality

Source: Data processed by researchers with SPSS 25 (2023)

Based on picture 1 in on, can seen that dot, dot, dot spread around the diagonal line and its distribution follows the direction of the line diagonal. Therefore, it can be said that the residual data in the model regression between compensation variables (X_1), work stress variables (X_2), work stress variables (X_3), and work stress variables (X_4) career development (X_3), and employee loyalty variables (Y) are distributed normal.

Test Multicollinearity

Table 13. Multicollinearity Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistic	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	15.953	4.283		3.725	.001		
X1	.687	.133	.629	5.165	.000	.605	1.654
X2	-.066	.074	-.089	-.899	.373	.911	1.097
X3	.112	.086	.153	1.303	.199	.645	1.549

a. Dependent Variable: Y

Source: Data processed by researcher with SPSS 25 (2023)

Based on Table 13, can seen that mark tolerance from all independent variables are greater than 0.10 and the VIF values of all variables independent is less than 10. So this regression model can be said worthy For used Because No happen multicollinearity in between variable independent.

Test Heteroscedasticity

The heteroscedasticity test is carried out to determine whether the variance from residual data from one observation to another, is it different or constant? Following is results test heteroscedasticity Based on chart scatter plot:

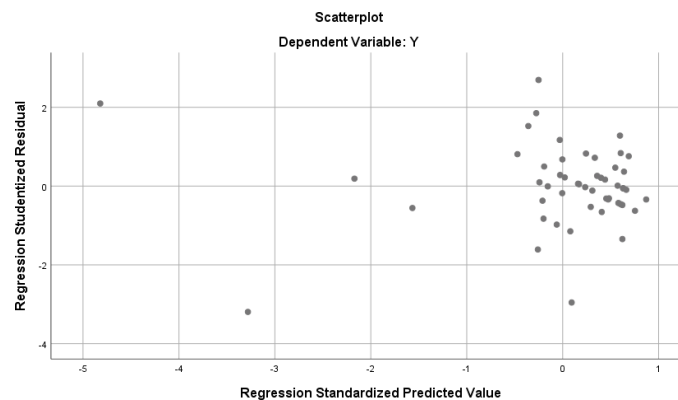


Figure 3. Results Test Heteroscedasticity
Source: Data processed by researchers with SPSS 25 (2023)

Based on figure 2 above, it can be seen that the points spread randomly or do not form a clear pattern. Both in above or below the number 0 on the Y axis, therefore it can be said that there is no heteroscedasticity test so that the regression model is suitable for use.

Test Autocorrelation

The autocorrelation test is used to determine whether there is a correlation between errors in observation data from one observation to another observation in model regression linear. Following is results test autocorrelation Based on Durbin Watson's test:

Table 14. Autocorrelation Test Results

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate	Durbin Watson
1	.761 ^a	.579	.552	2.368	2.010

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variables: Y

Source: Data processed by researcher with SPSS 25 (2023)

Based on Table 14 above, it can be seen that the Durbin value Watson (DW) is 2.010. Thus, dL can be obtained as 1.4273 And dU as big as 1.6754. With this mark DW more big from dU and not enough from 4-dU (2.3246). So can be concluded that DW is at inbetween dU and 4-dU, namely $1.6754 < 2.010 < 2.3246$. So it does not occur correlation and regression models this is worth it to use.

Results Analysis Data

Test Regression Linear Multiple

Test regression linear multiple is For test whether there is the influence of several independent variables on one dependent variable. Test This hypothesis was created to determine whether or not there is a significant influence between compensation (X_1), work stress (X_2), career development (X_3) and loyalty employee (Y). The following results Which obtained from processing data:

Table 15. Results Test regression Linear Multiple Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,953	4.283		3.725	.001
	X1	.687	.133	.629	5.165	.000
	X2	-.066	.074	-.089	-.899	.373
	X3	.112	.086	.153	1.303	.199

a. Dependent Variable: Y

Source: Data processed by researcher with SPSS 25 (2023)

Based on Table 15, the regression formula can be obtained as follows: following:

$$Y = 15,953 + 0.687.X_1 - 0.066.X_2 + 0.112.X_3$$

From results equality regression linear multiple in on, so can analyzed as follows: Value constant own mark Which positive as big as 15,953 Whichshow that there is influence Which one way between variable independent and dependent variables. Which means if all the variables free has a value equal to 0% then the employee loyalty variable as big as 15,953. The regression coefficient value of the compensation variable (X_1) has a positive value of 0.687 shows that there is a unidirectional influence between the variables independent and dependent variables. If compensation increases 1, so loyalty employees will increase by 0.687. The regression coefficient value of the work stress variable (X_2) has a negative value. of -0.066 which indicates that there is a negative influence or opposite direction between variable stress Work with variable loyalty employee. If variable stress Work experience increase 1, so on the contrary variable loyalty employee will experience decline as big as -0.066. The regression coefficient value of the career development variable (X_3) has a value of positive of 0.112 which shows that there is a positive influence Which one way between variable independent DNA variable dependent. If the variable development career experience increase 1, so loyaltyemployee will experience an increase of 0.112.

Test Coefficient determination (R^2)

Test coefficient determination correlation For measure how much Far ability variable independent in to explain variation variable dependent. Here are the results which is obtained from data processing:

Table 16. Results Test Coefficient Determination Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of theEstimate
1	.761 ^a	.579	.552	2,368

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variables: Y

Source: Data processed by researcher with SPSS 25 (2023)

Based on Table 16 in on, so can seen that mark *adjustedR square* is 0.552 or equivalent with 55.2%. Matter This means that variable compensation, stress Work, And development career influential to employee loyalty variables as big as 55.2%. While the rest is (100%-55.2% = 44.8%) is influenced by other variables not studied in study This.

Test Eligibility Model (*Goodness of Fit*)

Test eligibility model or *goodness of fit* used For know how much suitable model to a series observation. Following results obtained from data processing:

Tabel 17. Hasil Uji F ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	362.856	3	120.952	21.561	.000 ^b
	Residual	263.654	47	5.610		
	Total	626.510	50			

a. Dependent Variables: Y

b. Predictors: (Constant), X3, X2, X1

Source: Data processed by researcher with SPSS 25 (2023)

Based on results test F the, known that mark sig. is as big as $0,000 < 0.05$ And F count $21,561 > f$ table 2.80. So can it is concluded that the hypothesis is accepted or significant. Therefore it can be concluded that compensation, stress Work And development career influential towards employee loyalty.

Test Hypothesis (Test t)

The t-test is used to individually determine the influence of one independent variables to the dependent variable. So the t-test is used to examine the influence of each independent variable, namely compensation, stress Work, And development career in a way partial to variable dependent that is loyalty employee. Testing done with use significance level 0.05. There is influence variable independent to variable dependent If mark sig < 0.05 or t count $> t$ table. Following results Which obtained from data processing:

Table 18. Hypothesis Testing Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	15,953	4.283		3.725	.001
	X1	.687	.133	.629	5.165	.000
	X2	-.066	.074	-.089	-.899	.373
	X3	.112	.086	.153	1.303	.199

a. Dependent Variable: Y

Source: Data processed by researcher with SPSS 25 (2023)

Based on results test t the, so can analyzed as following: The sig. value of the influence of compensation on employee loyalty is $0.000 < 0.05$ and the calculated t value is $5.165 > t$ table 2.01174. So there is the influence of the compensation variable is significantly positive on the variable loyalty employee at PT Bank DKI Office Branch Door Big South. The sig. value of the influence of work stress on employee loyalty is $0.373 > 0.05$ And mark t count $-0.899 < t$ table 2.01174. So No there is the influence of work stress variables on employee loyalty variables at PT Bank DKI Branch Office Pintu South Big. The sig. value of the influence of career development on employee loyalty is of $0.199 > 0.05$ and the calculated t value is $1.303 < t$ table 2.01174. So there is nothere is an influence of career development variables on loyalty variable employee on PT Bank DKI Office Branch Big Door South.

Discussion and Results Study

Results study show there is influence positive significant between compensation for employee loyalty. Compensation applied at PT Bank DKI South Pintu Besar Branch Office is

very good. This is shown with wages Which given appropriate time And in accordance with standard applicable and in accordance with the workload and responsibilities employee have, incentive Which given Also Already in accordance with performance Which employees give to the company and are given fairly to the employees. employees, besides that employees are also given the opportunity to participate in training to improve their skills and the company provides health insurance to employees so that employees feel protected. This shows that the better the compensation given company, the higher the employee loyalty to the company. The results of this study are supported by research by Putra and Sriathi (2018) which state that there is influence positive And significant between compensation on employee loyalty. Research conducted by Fazrin and Yusuf (2021) who also stated that there was a positive and significant influence between compensation towards loyalty employee.

Results study show that No there is influence between stress Work towards employee loyalty. This this is shown with Employees who do not feel easily tired due to excessive work, employees also do not feel Sick head moment get pressure from work And carry out their work with full sincerity without feeling forced, when the work is not finished, employees also do not feel tense and can carry out their work well and on time, employees also can establish good relationships with their co-workers. This is shows that the level of work stress felt by employees is not will affect employee loyalty to the company. The results of the study This is supported by research by Kurniawan (2019) which states that there is no there is influence between stress Work to loyalty employee.

Results study show No there is influence between variable career development towards employee loyalty. This is shown by employee get opportunity Which The same in increase level career, leaders also always involve employees in taking decisions decision And emit opinion, employee own enthusiastic Which tall in increase level his career, employee Also control field each other's work and feel that the company is a second home for them so that employees feel burdened to change jobs. This is shows that the higher the career development in the company will not affect employee loyalty. The results of this study are supported by research by Lumiu et al. (2019) which states that the development of career No influential significant And positive to loyalty employee.

CONCLUSION

Based on results study And discussion Which has done by researchers on employees of PT Bank DKI, South Pintu Besar Branch Office, can concluded: Compensation has a significant positive effect on employee loyalty PT Bank DKI Office Branch Door Big South. It means that the more The better the compensation given by the company, the higher it will be employee loyalty to PT Bank DKI Pintu Besar Branch Office South. Work stress and career development do not affect employee loyalty at PT Bank DKI Office Branch Door Big South. It means that stress work and career development No press loyalty employee so that level stress Work No influence employee loyalty to PT Bank DKI Branch Office Door Great South.

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