

The Influence of Leadership Style, Emotional Intelligence, and Work Environment on Employee Loyalty at PT. Pegadaian Syariah, Kebomas Gresik Branch, Khoirun Nisya', Nawari S.E., M.M., Rifky Ardhana Kisno Saputra, S.Si., S.Kom., S.E., M.M., M.Pd., Management Program, Faculty of Economics, Universitas Islam Darul 'Ulum Lamongan

ABSTRACT

This research aims to examine the influence of Leadership Style, Emotional Intelligence, and Work Environment on Employee Loyalty at PT. Sharia Pawnshop Kebomas Gresik Branch. The method used was quantitative with a sample of 36 respondents, taken using Random Sampling techniques, and data was obtained through distributing questionnaires. Analysis methods include questionnaire tests, classical assumption tests, multiple linear regression tests, hypothesis tests, and coefficient of determination (R^2) tests, which are processed with SPSS version 23. The results of the analysis show that Leadership Style has a partial positive effect on Employee Loyalty, as evidenced by t calculate 2.802 which is greater than t table 2.037. Emotional Intelligence also has a partial positive effect on Employee Loyalty, with a t count of 5.876 which exceeds the t table of 2.037. Apart from that, the work environment has a partial positive effect on employee loyalty, as evidenced by the t count of 18.123 which is greater than the t table of 2.037. Simultaneously, Leadership Style, Emotional Intelligence, and Work Environment have a positive effect on Employee Loyalty, with a calculated f of 180.958 which is greater than the f table of 2.892. The r Square value is 0.944.

Keywords: Leadership Style, Emotional Intelligence, Work Environment, and Employee Loyalty.

Pengaruh Gaya Kepemimpinan, Kecerdasan Emosional Dan Lingkungan Kerja Terhadap Loyalitas Karyawan PT.Pegadaian Syariah Cabang Kebomas Gresik, Khoirun Nisya', Nawari S.E., M.M., Rifky Ardhana Kisno Saputra, S.Si.,S.Kom., S.E., M.M., M.Pd., Prodi Manajemen, Fakultas Ekonomi, Universitas Islam Darul 'Ulum Lamongan

ABSTRAK

"Penelitian ini bertujuan untuk mengkaji pengaruh Gaya Kepemimpinan, Kecerdasan Emosional, dan Lingkungan Kerja terhadap Loyalitas Karyawan di PT. Pegadaian Syariah Cabang Kebomas Gresik. Metode yang digunakan adalah kuantitatif dengan sampel sebanyak 36 responden, diambil menggunakan teknik Random Sampling, dan data diperoleh melalui penyebaran kuesioner. Metode analisis meliputi uji kuesioner, uji asumsi klasik, uji regresi linier berganda, uji hipotesis, dan uji koefisien determinasi (R^2), yang diolah dengan SPSS versi 23. Hasil analisis menunjukkan bahwa Gaya Kepemimpinan berpengaruh positif terhadap Loyalitas Karyawan secara parsial, dibuktikan dengan t hitung 2,802 yang lebih besar dari t tabel 2,037. Kecerdasan Emosional juga berpengaruh positif secara parsial terhadap Loyalitas Karyawan, dengan t hitung 5,876 yang melebihi t tabel 2,037. Selain itu, Lingkungan Kerja berpengaruh positif secara parsial terhadap Loyalitas Karyawan, dibuktikan dengan t hitung 18,123 yang lebih besar dari t tabel 2,037. Secara simultan, Gaya Kepemimpinan, Kecerdasan Emosional, dan Lingkungan Kerja berpengaruh positif terhadap Loyalitas Karyawan, dengan f hitung 180,958 yang lebih besar dari f tabel 2,892. Nilai r Square sebesar 0,944.

Kata Kunci : Gaya Kepemimpinan, Kecerdasan Emosional, Lingkungan Kerja dan loyalitas Karyawan.