



The Influence of Work Environment and Work Motivation on the Work Loyalty of I-03 Military Court Employees

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Abstract

This study aims to analyze and find out the influence of the work environment, and work motivation on the work loyalty of Employees of the I-03 Padang Military Court. The data collection techniques used are observation, interviews and questionnaires. The type of data is quantitative data with primary and secondary data sources. The population used in this study is 30 employees of the I-03 Padang Military Court using Total Sampling, the number of samples in this study is 30 employees. The data analysis method in this study uses multiple linear regression analysis, determination coefficients and hypothesis testing of t-test and F-test. The results of this study show that: (1) The work environment has a positive and insignificant effect on the work loyalty of employees of the I-03 Padang Military Court (2) Work motivation has a positive and significant effect on the work loyalty of the employees of the I-03 Padang Military Court (3) The work environment (X_1) and work motivation (X_2) together have a positive and significant effect on the work loyalty of employees of the I-03 Padang Military Court. (4) The contribution of the independent variables of work environment (X_1) and work motivation (X_2) together to the dependent variable of work loyalty (Y) was 0.334 or 33.4%. The contribution of independent variables provides minimal explanation for dependent variables. While the remaining 66.6% was influenced by other variables outside this study.

Article Information:

Received Oktober 15, 2024

Revised November 28, 2024

Accepted Desember 5, 2024

Keywords: *Work environment, work motivation, work loyalty*

INTRODUCTION

The Military Court is one of the courts under the auspices of the Supreme Court of the Republic of Indonesia. The I-03 Padang Military Court has jurisdiction that covers all TNI units in West Sumatra Province, Riau Province, and Riau Islands Province. This court has the authority to adjudicate criminal cases committed by TNI soldiers with the rank of Captain and below who are still on active duty, as well as people who are subject to the power of the Military Court in accordance with the Military Justice Law. In particular, this Military Court functions to provide justice services for TNI soldiers and related parties in the military justice environment (Haryaka, 2021).

How to cite:

Marunduri, R., K., M. Haryati, R. Yuliastanty, S. (2024). The Influence of Work Environment and Work Motivation on the Work Loyalty of I-03 Padang Military Court Employees. *Jurnal Riset Manajemen*, 1(4), 426-437.

E-ISSN:

3046-8655

Published by:

The Institute for Research and Community Service

Over the past four years, the I-03 Padang Military Court has resolved a number of criminal cases, namely in 2020 where the I-03 Padang Military Court decided 57 criminal cases, in 2021 it decided 110 cases, in the following year, namely 2022 the I-03 Padang Military Court decided 90 cases, and in 2023 decided 76 cases. The I-03 Padang Military Court continues to strive to improve the quality of services provided, so that it can provide more effective and efficient justice for soldiers and related parties who are subject to military justice. This improvement effort includes handling cases, administrative services, and providing transparent information for the public. In addition, to achieve this goal, it is also important to pay attention to the work loyalty of the employees of the I-03 Padang Military Court. Job loyalty is a key factor that affects the work outcome and efficiency of the court. Loyal employees usually work with high dedication, responsibility, and commitment to the vision and mission of the court. To increase loyalty, a conducive work environment and the right motivation are needed. A positive work environment, support from leaders and career development opportunities can increase job satisfaction and loyalty. Additionally, incentives, rewards, and recognition for work are essential in building loyalty. Employees who feel valued tend to be more motivated and loyal. In line with the definition of Rabial Canada, et al. (2024: 233) stated that loyalty is a behavior that reflects an individual's commitment to the company, which is reflected in their actions to carry out their duties with integrity, obedience, and responsibility. (Canada & Zulkipli, 2024) while according to Steers, et al. in Usfandi Haryaka (2021: 33) that work loyalty is a relative strength in the identification of individuals and their involvement in certain organizations. (Haryaka, 2021) However, there are still challenges in increasing employee loyalty at the I-03 Padang Military Court, which are as follows.

Based on the results of interviews conducted by the author on March 19, 2024 with several employees of the I-03 Padang military court, namely the Head of the General and Finance Subdivision, who stated that some of the entire staff of the I-03 Padang military court did not show an adequate level of responsibility for their duties. This was confirmed through direct observation of the activities in the clerk's section, where the staff did not carry out manual recording of the case register book, this was reinforced by the Head of the Orjala Personnel Sub-Division who stated that the situation became striking when there was an inspection from the Head of the Medan Military High Court, which revealed the deficiency as one of the significant findings. In line with the opinion of the two Sub-Chiefs above, one of the Military Judges also held the same opinion, but in his statement "Some of the Dilmil employees who have ASN status, they sometimes ignore their responsibilities by handing over the task to be completed by PPNNP (Non-Civil Servant Government Employees) which in structure the PPNNP also has its own duties". In addition, the Head of the Sub-Division of Information Technology Planning and Reporting (PTIP), stated that there are indications of the formation of groups among employees, which have the potential to negatively affect work loyalty due to gossip and stories that develop behind the scenes and this is in agreement with one of the PTIP staff and two people from the general and financial departments who stated that this is true so that communication between employees is not good. The cause of this problem can be identified from two main factors, namely work motivation and work environment. Work motivation plays an important role in determining employee work outcomes. When employees don't feel motivated to achieve goals or don't see value in their work, they are less likely to work with full passion and loyalty.

Factors such as lack of appreciation, opportunities to develop, and support from employers can lower their motivation. In addition, an unsupportive work environment, such as a lack of supervision and inadequate financial conditions, makes employees feel uncomfortable and unmotivated to work well. Muhamad Aziz

Firdaus (2023: 87) stated that the work environment can be synthesized that the work environment is a place where employees work and complete their work. (Firdaus, 2023) In line with the definition of expert Djohan Achmadi, et al. (2023: 50) the work environment is everything around employees that can affect employees in carrying out the tasks charged by the Company. (Achmadi Djohan, Suryadi, Sari Eliana, 2023) Meanwhile, according to expert Fajar Nur'aini Dwi Fatimah (2021: 31) stated that the work environment is a very important factor to pay attention to, a research explains that almost 80% of employees resign if their work environment is not good. (Fatimah, 2021) As well as the working environment at the I-03 Padang military court which is not comfortable with many office facilities in inadequate conditions to conditions that are not suitable for use. Of course, this can cause employees to work not optimally and can eventually hinder the completion of work on time, this problem is often referred to as the issue of a less conducive work environment. This can be seen from the inventory and asset data at the I-03 Padang military court as follows.

Table 1. Inventory and Asset Data at the I-03 Padang Military Court for the 2023 period

No.	FACILITIES	SUM	QUALITY	
			GOOD	NOT GOOD
1.	Air conditioning	28	26	2
2.	CCTV	9	9	0
3.	Chair	115	97	18
4.	Laptop	16	13	3
5.	Cupboard	36	30	6
6.	Table	60	58	2
7.	Attendance Machine	2	1	1
8.	PC Unit	27	25	2
9.	Printer	19	16	3
10.	Scanner	4	3	1
11.	Vertical Blind	75	0	75
SUM		400	286	114

Based on the data listed in Table 1, it is illustrated that the facilities in the work environment of the I-03 Padang Military Court have suffered a number of damages or are still inadequate. This is especially evident from the many damages to facilities such as *vertical blinds*, which have a significant impact on the comfort and efficiency level as well as effectiveness of employees. This condition becomes critical because the office position is often exposed to direct sunlight, which can cause glare in employees when using computers, interfere with concentration, and reduce the quality of work. In addition, the availability of *scanners* that are limited to only a few rooms is also a problem that affects the comfort and work efficiency of employees. Likewise, the condition of the chairs was damaged a lot, which required employees to share chairs from other rooms, which ultimately interfered with their comfort.

Non-conformity of the quality standards of work facilities directly affects the work environment and creates conditions that are not conducive to the welfare of employees. This can lower work motivation, reduce satisfaction, and increase discomfort in the workplace, which overall negatively impacts employee loyalty to the organization. Therefore, it is important to identify the cause of the damage to the facility in order to reduce its negative impact. Efforts to repair and maintain adequate facilities can increase work comfort, efficiency, and effectiveness, thereby supporting higher work motivation and increasing employee loyalty to the organization. In addition to comfort, what is more dominant in supporting the work motivation of employees at the I-03 Padang military court is through training or the formation of

expertise in their respective fields that are still not fully mastered by the employees. In line with the definition of experts, namely Sondang P. Siagian in Supriyadi (2023: 105) stated that work motivation is a driving force that results in an employee being willing and willing to mobilize his ability to form expertise and skills, manpower and time to carry out various activities that are his responsibility and fulfill his obligations in order to achieve the company's goals and various predetermined goals. (Supriyadi, 2023) and strengthened by expert Bambang Sunatar (2022: 30) stated that work motivation is a series of attitudes and willingness of individual employees from within themselves to act to achieve their goals in doing a job. (Sunatar, 2022) while work motivation according to Tran, et al in Dimas Phetorant (2024: 45) is a person's desire and willingness to strengthen their efforts towards the achievement of organizational goals. (Phetorant, 2024) It is evident from the results of the observations that the author made at the I-03 Padang military court that there is still a lack of training or skill formation given to employees, This can be seen from the data on the job training of I-03 Padang military court employees below.

Table 2. Data on Job Training for Military Court I-03 Padang Employees for the 2023 Period

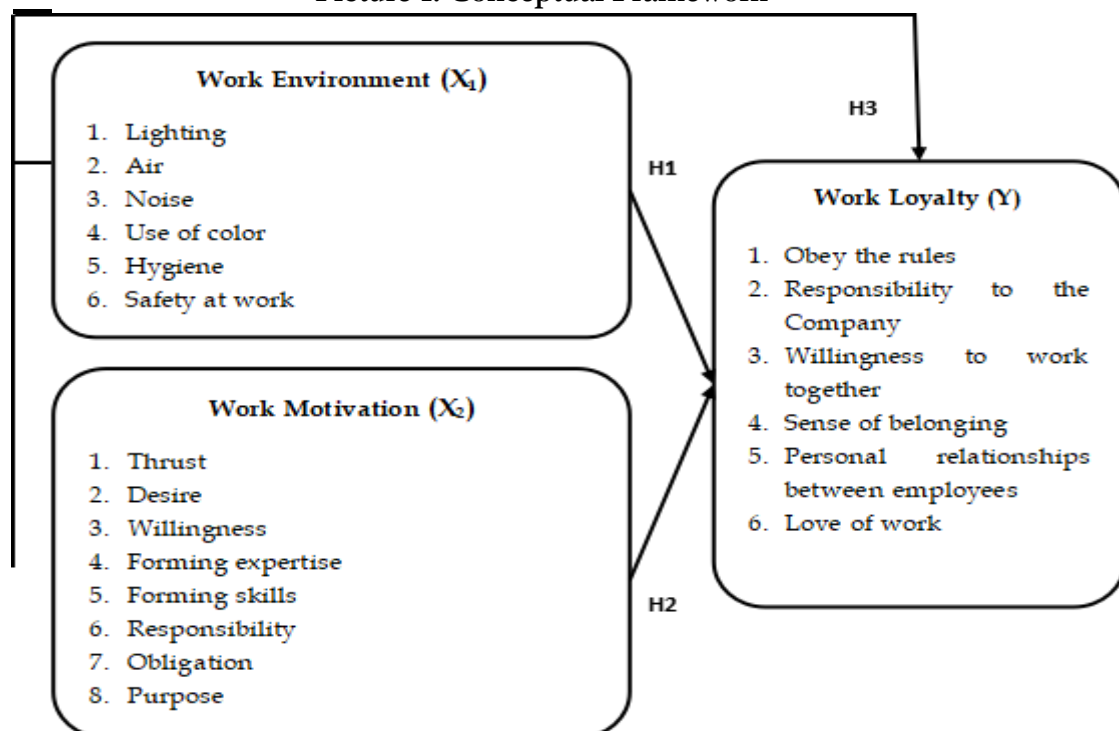
No.	Activities	Number of Participants (People)
1.	Participating in <i>the Focus Group Discussion (FGD)</i> on Harmonization of Regulations and Synergy in the Enforcement of the Code of Ethics for Judges and Military Clerks between the Judicial Commission of the Republic of Indonesia and Bawas MARI.	3 People
2.	Judicial Technical Training on the Application of the Chamber Plenary in Making Decisions and Legal Resolution Problems in Connectivity Cases for Military Court Judges throughout Indonesia.	1 Person
3.	Technical Guidance for Military Judges in 2023 and Participating in Training on Fair <i>Trial</i> for Persons with Disabilities Facing the Law for Judges in 4 Judicial Environments.	1 Person
4.	Participating in the Technical Guidance of the Dilmiltama Clerk for FY 2023 Improving the Human Resource Competence of the Military Court Clerk in the Field of Administration and Electronic Case Trials to Accelerate Case Resolution, Technical Guidance for Clerks/Substitute Clerks for Military Courts for FY 2023 and Participating in Improving the Competence of Human Resources (Clerical Technical Personnel) in the Military Court Environment for FY 2023.	1 Person
5.	Following the Technical Guidance for Military Judges for FY 2023	3 People
6.	Participating in the Technical Guidance Activities of the Secretariat	4 People
7.	Participating in Judicial Technical Training for Registrars/Substitute Registrars of Courts throughout Indonesia	1 Person
8.	Participating in the Assistance for the Preparation of the West Sumatra Region RKBMN	2 People
9.	Participating in the Technical Guidance of One-Stop Integrated Service Officers (PTSP)	2 People

Participating in *the Group Discussion Forum* Monitoring and
 10. Evaluation of the Implementation of the Budget for the¹ Person
 Third Quarter of 2023

Based on the data listed in Table 2, it can be seen that the implementation of training or skill formation at the I-03 Padang Military Court in 2023 is inadequate and uneven among all employees. Some employees attend training three or four times a year, while others attend only once or not at all. This imbalance can reduce the work motivation of employees due to uneven skills in their areas of duty, which in turn hampers the effectiveness and efficiency of court operations. Therefore, it is important for agencies to organize training or skill formation equally for all employees and PPNPN (Non-Civil Servant Government Employees) in accordance with their positions and main duties. The application of indications of the work environment and optimal work motivation is very important. If not implemented effectively, this can become a serious issue in increasing the work loyalty of employees. From this background, the author concludes that a less conducive work environment, such as inadequate facilities, reduces the comfort and efficiency of employees. In addition, the lack of training also hinders the development of employee potential. These findings are in line with research that shows that the work environment and work motivation affect employee work loyalty. Therefore, to increase the loyalty and effectiveness of the organization, it is necessary to improve the work environment and increase work motivation at the I-03 Padang Military Court. Therefore, the researcher aims to fill the knowledge gap by conducting research on "The Influence of Work Environment and Work Motivation on the Work Loyalty of I-03 Padang Military Court Employees".

Based on the background of the above problems, the problems that can be formulated are as follows. Does the Work Environment have a partial effect on the Work Loyalty of I-03 Padang Military Court Employees?. Does Work Motivation have a partial effect on the Work Loyalty of I-03 Padang Military Court Employees?. Does the work environment and work motivation have a simultaneous effect on the Work Loyalty of I-03 Padang military court employees?. Based on the background and formulation of the problem above, a conceptual framework can be made as follows.

Picture 1. Conceptual Framework



Source: Research Results

Based on the conceptual framework, the following hypotheses can be formulated. H1. It is suspected that the Work Environment partially has a significant effect on the work loyalty of the employees of the I-03 Padang military court. H2. It is suspected that Work Motivation partially has a significant effect on the work loyalty of employees of the I-03 Padang military court. H3. It is suspected that the Work Environment and Work Motivation simultaneously have a significant effect on the Work Loyalty of Employees of the I-03 Padang Military Court.

METHOD

This research was carried out at the I-03 Padang Military Court with a research population consisting of all employees of the agency. Sampling was conducted using the total sampling method, with a total of 30 respondents. Data was collected through observation techniques, interviews, and questionnaire distribution. Data analysis was carried out using the Multiple Linear Regression Analysis and Coefficient of Determination methods, while hypothesis testing was carried out through t-test and F-test. Before the main data analysis, a validity and reliability test of the questionnaire was carried out to ensure the reliability of the research instrument. In addition, before the implementation of regression, an analysis prerequisite test was carried out which included a normality test, a multicollinearity test, and a heteroscedasticity test to ensure the fulfillment of classical assumptions (Hafizi et al., 2022; Nadhirah et al., 2023; Arifin et al., 2024; Engkizar et al., 2024).

RESULTS

Multiple Linear Regression Analysis Results

Multiple Linear Regression Analysis is a data analysis technique used to examine the relationship or influence between several variables and predict a variable. This analysis aims to determine the direction of influence between independent variables and dependent variables. The multiple linear regression equations resulting from data processing in this study can be seen in the Coefficients table presented in the following table 3.

Table 3. Multiple Linear Analysis Test Results (Coefficients^a)

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	35.350	14.592		2.423	.022
1 Work Environment	.205	.150	.268	1.368	.183
Work Motivation	.216	.103	.410	2.092	.046

a. Dependent Variable: Work Loyalty

Based on table 3. The regression equation can be drawn as follows.

$$Y = 35,350 + 0.205 X_1 + 0.216 X_2 + e \dots$$

From the equation, it can be seen that the constant is 35.350. Mathematically, it is stated that if the value of the work environment and motivation for cooperation is zero, then the value of employee work loyalty is 35,350. In other words, the value of work loyalty without work environment and work motivation is 35,350. The value of the regression coefficient of the work environment variable was 0.205. A positive value coefficient means that the variables of the work environment on work loyalty have a positive effect. This means that if there is an increase in the work environment variable by one unit, the employee's work loyalty will increase by 0.205.

An increase in the work environment variable will result in an increase in the work loyalty variable of the I-03 Padang Military Court employees. The value of the regression coefficient of the work motivation variable was 0.216. The coefficient has a positive value, which means that the variable of work motivation on work loyalty has a positive effect. This means that if there is an increase in the work motivation variable by one unit, the employee's work loyalty will increase by 0.216. An increase in the work motivation variable will result in an increase in the work loyalty variable of the I-03 Padang Military Court employees.

Coefficient of Determination (R^2)

The Coefficient of Determination (R^2) in multiple linear regression is used to determine the percentage of contribution of independent variables consisting of work environment (X_1) and work motivation (X_2) simultaneously to the dependent variable of work loyalty (Y). R-Squared (R^2) is a number or value to measure how well an independent variable explains variations in dependent variables. The value of the determination coefficient is between zero and one.

Table 4. Coefficient of Determination (R^2) (Model Summaryb)

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.617a	.380	.334	5.418

a. Predictors: (Constant), Work Motivation, Work Environment

Based on table 4. above, it can be seen that the value of *the Adjusted R Square* is 0.334 or 33.4%. This shows that the percentage contribution of the independent variables of work environment (X_1) and work motivation (X_2) has a significant influence on the dependent variable of work loyalty (Y), which is 0.334 or 33.4%. While the remaining 66.6% was influenced by other variables outside this study.

Test t (Student)

The Student Statistical Test (t-test), is conducted to test whether there is a partially significant influence of the independent variable on the bound variable. The results of the t-test from this study can be presented in the following table 5.

Table 5. Results of Uj t (Student)

Type	t	Sig.
1 (Constant)	2.423	.022
Work Environment	1.368	.183
Work Motivation	2.092	.046

a. Dependent Variable: Work Loyalty

Using a significance level of 0.05 ($= 5\%$) and a t-table at a significance of 0.05, a two-way test with degrees of freedom $DF = n - k - 1 = 30 - 2 - 1 = 27$ (n is the number of respondents and k is the number of independent variables) with a t-table value of 2.052 (based on attachment 10). The results of the t-test can be seen on the output of SPSS V.26, from the table above it is explained as follows. The t-count value of the work environment variable is 1.368 which is smaller than the t-table value of 2.052 so that the $t\text{-count} < t\text{-table}$ and the calculated sig value obtained are $0.183 > 0.05$. So, it is accepted and rejected. Thus, it can be concluded that the work environment variable $H_0 H_1 H_0 H_1$ (X_1) partially affects but is not significant on the work loyalty (Y) of employees of the I-03 Padang Military Court. The t-count value

of the work motivation variable is 2.092 which is greater than the t-table value of 2.052 so that the t-count > t-table and the calculated sig value obtained are 0.046 < 0.05. So, it was rejected and accepted. Thus, it can be concluded that the work motivation variable $H_0H_2H_0H_2$ (X_2) partially has a significant effect on the work loyalty (Y) of employees of the I-03 Padang Military Court.

F Test (Fisher)

Hypothesis testing using the Fisher statistical test (F-test), was carried out to determine whether or not the independent variable (X_1) used against the non-free variable (Y) was significant. The results of the F test from this study can be presented in the following table 6.

Table 6. Test Results F (Fisher)

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	486.535	2	243.267	8.286	.002b
Residual	792.665	27	29.358		
Total	1279.200	29			
a. Dependent Variable: Work Loyalty					
b. Predictors: (Constant), Work Motivation, Work Environment					

Based on table 6. above, it can be seen that $df1 = k-1 = 3-1 = 2$ and $df2 = n-k = 30-3 = 27$. The value of the calculation F contained in table 24 is 8.286 which is greater than the value of table F of 3.354 (based on appendix 11) and the value of probability significance resulting from the calculation is 0.002 which is less than 0.05 or 5%. So, it was rejected and accepted. Thus, it can be concluded that the variables of Work Environment $H_0H_3H_0H_3$ (X_1) and Work Motivation (X_2) simultaneously have a significant effect on the Work Loyalty (Y) of employees of the I-03 Padang Military Court.

DISCUSSION

The Influence of the Work Environment on Work Loyalty

The results of the study showed that there was a positive but insignificant influence between work environment variables on the work loyalty of employees of the I-03 Padang Military Court. The influence of the work environment on work loyalty which has a positive value means that any improvement in the work environment will have an impact on the increase in the work loyalty of employees of the I-03 Padang Military Court. With a positive influence, it can be known that one of the ways to increase work loyalty is to improve the work environment that occurs in the agency (Mutathahirin et al., 2020).

These results are in accordance with research conducted by Adinda Bella Priwahyu Fani, et al. (2022) & Fitriyah, (2023) which showed that the work environment has a positive but not significant effect on work loyalty. (Adinda Bella Priwahyu Fani, Hadi Sunaryo, 2022) (Fitriyah, 2023) However, this is in contrast to Sri Rahayuni's research, (2020) which shows that the work environment has a positive and partially significant effect on work loyalty. (Rahayuni, 2020). Based on some of the results of previous research above, there is a difference between the research that the author is conducting and the research that has been carried out by Sri Rahayuni, (2020). From

this comparison, it can be seen that the results of research related to the influence of the work environment on work loyalty can vary depending on the results of data processing to be obtained. Some studies showed a significant influence, while others showed an insignificant, albeit positive, influence. Djohan Achmadi, et al. (2023: 50) stated that the work environment is everything that exists around employees that can affect employees in carrying out the duties imposed by the agency. (Achmadi Djohan, Suryadi, Sari Eliana, 2023) The work environment is the overall physical and psychological condition around employees that can affect their comfort, motivation, and loyalty to the agency. A positive work environment, including good relationships between colleagues, support from superiors, adequate facilities, and an inclusive and fair corporate culture, can increase employee work loyalty (Baidar et al., 2023).

The Effect of Work Motivation on Work Loyalty

The results of the study show that there is a positive and significant influence between work motivation variables on the work loyalty of employees of the I-03 Padang Military Court. The effect of work motivation on work loyalty which has a positive value means that every increase in work motivation will have an impact on increasing the work loyalty of employees of the I-03 Padang Military Court. With a positive influence, it can be known that one way to increase work loyalty is to increase the work motivation that the agency gives to its employees. These results are in accordance with research conducted by Ni Wayan Diah Widnyasari, et al. (2023), Noraniza, et al. (2023), Adinda Bella Priwahyu Fani, et al. (2022), Lola Melino Citra, et al. (2019), Umi Yuliana, (2022) and Cut Rizki Amalia, (2020) which shows that work motivation has a positive and significant effect on work loyalty. (Widnyasari & Surya, 2023) (Noraniza; Agussalim M; Rizka Hadya, 2023) (Adinda Bella Priwahyu Fani, Hadi Sunaryo, 2022) (Image, 2019) (Yuliana, 2022) (Amalia, 2020).

Bambang Sunatar (2022: 30) states that work motivation is a series of attitudes and willingness of individual employees from within themselves to act to achieve their goals in doing a job. (Sunatar, 2022) Work motivation is an internal drive that encourages employees to achieve goals and complete tasks effectively. It includes various aspects such as the desire to achieve achievements, awards, recognition, and personal satisfaction. Work motivation also includes external factors such as a good work environment, as well as support from superiors and co-workers. Work motivation affects how employees perform their tasks, handle challenges, and contribute to the success of the agency. Motivated employees tend to be more effective, innovative, and dedicated to their work (Adel & Anoraga, 2023).

The Influence of Work Environment and Work Motivation on Work Loyalty

The results of the study showed that the work environment (X_1) and work motivation (X_2) simultaneously or together had a significant effect on the work loyalty (Y) of the employees of the I-03 Padang Military Court. The influence of work environment (X_1) and work motivation (X_2) on work loyalty (Y) which has a positive value means that every improvement in the work environment (X_1) and work motivation (X_2) will have an impact on the increase in work loyalty (Y) of employees of the I-03 Padang Military Court. With a positive influence, it can be known that several ways to increase work loyalty are by improving the work environment and work motivation that they have (Engkizar et al., 2021).

The results of this study are a combination of previous research referenced by the author, namely research conducted by Fitriyah, (2023) which shows that the work

environment affects work loyalty. Furthermore, the variables of work motivation from research conducted by Ni Wayan Diah Widnyasari, et al. (2023) showed that work motivation affects work loyalty.

And the results of research from Nelly Budiarti, et al. (2023), Messi Agmasari, et al. (2023) stated that the work environment simultaneously has a positive effect on work loyalty. (Budiarti et al., 2023) (Agmasari & Septyarini, 2023). Ali Chaerudin, et al. (2020: 88) Stated that the definition of loyalty is synonymous with loyalty which should be carried out in various conditions without conditions and without expecting anything in return. (Chaerudin Ali, 2020) Job loyalty includes the readiness to continue to contribute and play an active role in achieving goals agencies, even in situations full of challenges or changes. Employees who have high loyalty will remain committed to the agency without expecting immediate rewards or perfect conditions. Work loyalty also involves integrity and a strong sense of responsibility (Arifin et al., 2023). Loyal employees tend to have positive working relationships, actively participate in agency activities, and support their colleagues. They are also more likely to provide constructive feedback and seek solutions to problems facing the agency, as they have a deep concern for the long-term success of the organization.

CONCLUSION

Based on the results of the research that has been discussed, there are several main findings related to the influence of the work environment and work motivation on the work loyalty of employees of the I-03 Padang Military Court. The Work Environment (X_1) has a partially positive effect on the work loyalty (Y) of the employees of the I-03 Padang Military Court. Work Motivation (X_2) has a partially positive effect on the work loyalty (Y) of employees of the I-03 Padang Military Court. The work environment (X_1) and work motivation (X_2) together or simultaneously have a positive effect on the work loyalty (Y) of the employees of the I-03 Padang Military Court. The contribution of the independent variables of work environment (X_1) and work motivation (X_2) together to the dependent variable of work loyalty (Y) was 0.334 or 33.4%. The contribution of independent variables provides a dominant explanation for the dependent variables. Meanwhile, the remaining 66.6% was influenced by other variables outside this study.

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