ANALYSIS OF THE INFLUENCE OF WORK ENVIRONMENT AND LEADERSHIP STYLE ON EMPLOYEE LOYALTY WITH JOB SATISFACTION AS INTERVENING VARIABLES AT BONE ARASOE SUGAR FACTORY

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Abstract

Study This aim For analyze influence Environment Work , and Leadership Style to loyalty employee through satisfaction Work as intervening variables at Bone Arasoe Sugar Factory . Data used in study This is the primary data obtained from questionnaire . Method taking sample use method ... As for the amount sample used _ a total of 113 employees remained at the Arasoe Bone Sugar Factory . Method analysis used _ is method descriptive statistical analysis and analysis path (Path Analysis) with SPSS application Version 25 for windows. The results of research on pathways First show that Environment Work and Leadership Style influential positive and significant to satisfaction work at Bone Arasoe Sugar Factory . Whereas results research on pathways second show that Environment Work , Leadership Style , and Satisfaction Work influential positive and significant to Loyalty employees at Bone Arasoe Sugar Factory .

Keywords: Environment. Work, Leadership Style, Satisfaction Work, Loyalty Employee

A. INTRODUCTION

Source Power is all something that is a company asset For reach goal. HRM is something field special management _ learn relationships and roles man in organization company . The HRM element is human who is power work for the company. HR is most valuable asset in organization or company. Without man , source Power company No can produce profit or add company value . _ because _ it , company need notice management source Power the human with good to be recruit, retain and retain power work for smoothness reach objective company . The workforce in question No only aimed at employees, but also existing workers _ in company.

Management Source Power good man by the company can seen one of them with loyalty employee, then not seldom found company competing _ _ For increase loyalty employee with various _ _ method like make environment Work comfortable Possible so that make employee comfortable For work and finally increase loyalty. (Sahban, 2009) Loyalty be one _ quality determinant connection between company with employee. With get loyalty from its employees, a company feel really _ _ own ready employees _ fight for interests business, or a leader no doubt _ he ordered not done . Likewise , when a employee Certain has give loyalty , he not need worry lost his work , more from That needs - needs will easy fulfilled .

one _ method increase loyalty Work is with increase quality from environment Work employee . Environment good work _ can influential Good to loyalty power Work employee , where in a manner implied If environment Work from power Work the well , then power Work the will more comfortable work and earn more loyalty _ ok . one _ thing that can cause happening constraint big in company is Dissatisfaction , this can become point early on emergence problems on a _ _ organization like absenteeism , conflict superior with subordinate , level high absenteeism , or _ exists rotation employee . With exists dissatisfaction This will cause decline motivation Work employees , decline morale Work employees , up to decline appearance Work employees , fine in a manner qualitative nor in a manner quantitative.

Satisfaction Work a employee can seen if a employee enjoy work , provide positive work morale , discipline _ in do his work , and give performance good job . _ According to (Hasibuan, 2009) Satisfaction Work employee influenced by several factors , including : reply fair and proper service , proper placement _ _ in accordance with skill , weight lightness work , atmosphere and environment work, supporting equipment _ implementation work , attitude leaders and their leadership, and traits monotonous work or no.

According to (Tomy Sun Siagian, Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja Terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening, 2018) Environment work and style leadership is two of a number of influencing factors _ satisfaction Work employee . (Sahban, 2009). environment Work is whole surrounding facilities and infrastructure _ _ _ moderate employee _ do work that can influence implementation his job. Environment good work _ can influential Good to loyalty power Work employee, where in a manner implied If environment Work from power Work the well , then power Work the will more comfortable work and earn more loyalty _ ok . Besides Environment work, style leadership is also one _ factor important influences _ loyalty employee at one company . Along with rolling demanding time _ Lots change , a lot organization moment This feel need For change styles and patterns life a employee To use ensure continuity his life or For obtain more benefits _ competitive . this _ often driven by reality that style leadership by one person _ leader own huge impact _ to performance a employee .

Leader function in supervise performance employee. If Relationship between employee with leader intertwined Good so employee will feel comfortable in work . The more Good leadership exercised by a _ leader for employees so the more Loyalty is good too employee at a company (Triyanti, Pengaruh Kompensasi, Lingkungan Kerja, dan Gaya Kepemimpinan terhadap Loyalitas Karyawan (Studi Pada PT. XYZ), 2018).

Like as in the Bone Arasoe Sugar Factory which is a sugar business unit of PT Perkebunan Nusantara XIV (PTPN XIV) located in Desa Arasoe , District China , Bone Regency , South Sulawesi. Factory This is one _ from a number of Sugar factory in South Sulawesi (XIV, 2018).

Sugar production at the Bone Sugar Factory in 2019 experienced no stable production , p the caused by several factors, one factor which can influence productivity The Bone Sugar Factory that didn't stable the influenced by management source Power the human .

Based on virgin *Turnover* at Bone Arasoe Sugar Factory in 2019 to with 2021 explained that in 2019 is also *turnover* company reached 2.5% where recorded there

are 5 employees who resigned with a number of reason like must follow husband Work go out city as well as condition health that is not possible Again For carry on work. This is also one _ _ reason productivity Arasoe Bone Sugar factory decreased in 2019 .

To improve loyalty employee head of the Arasoe Bone Sugar factory always notice environment work , fine That supporting infrastructure _ satisfaction Work as well as openness communication between superiors and subordinates , remember importance role leader in increase loyalty employee . As for the Leadership Style applied to the Bone Arasoe Sugar Factory is *The Participative Leader.* Where are the leaders always give direction and supervision to his subordinates, as well discuss in every settlement problem , however after discuss authority For make decision still is on top . not forgot apple planner Morning every routine 17th _ done To use evaluate performance employee as well as report activity weekly .

Condition This demand company For can more notice environment good work _ For can maintain employee so that increase loyalty employee . Likewise with _ style very influential leadership in create loyalty employee , so employee can reach enhancement productivity in a manner quality and quantity , so can compete with other companies even capable be on top another (Alimuddin, 2015)company . Based on matter such , then writer pushed For do study regarding " Analysis Influence Environment Work and Leadership Style To Loyalty Employee with Satisfaction Work As Intervening Variables at Bone Arasoe Sugar Factory ".

B. RESEARCH METHODOLOGY
1. Draft Study

Study This use approach quantitative . Approach quantitative is producing research _ discoveries that can achieved with use procedure statistics or other ways of from quantification (measurement), approximation quantitative concentrate Pay attention to the symptoms you have characteristics certain inside _ life man named as a variable (Sujarweni , 2014:6). Study This aim For test exists influence between environment work and style leadership to loyalty employee with satisfaction Work as variable intervene . Study This characteristic studies field . Study This is study with study models empirical in form testing the stated hypothesis in form statement as well as explanation about possible relationship _ estimated in a manner logical between two variables or more so that can find solution For overcome problems encountered . _ Study This done with method share location questionnaire _ study that is Arasoe Bone Sugar Factory .

2. Population and Sample

" Population is the generalization area it comprises above : object / subject that has quality and characteristics specified by the researcher _ For studied and then pulled the conclusion " (Sugiyono , 2015:117). As for the population in study This is employee remained at the Arasoe Bone Sugar Factory which consisted of 199 employees . Whereas " Sample is part from the number and characteristics possessed by the population them " (Sugiyono , 2015:118). Sample study For population 199 people and level 96% confidence is 133 People.

3. Data Collection Techniques

Data collection techniques carried out by researchers For get data as following . As for data collection techniques in research This is study field , interview ,

observation as well as study literature like a number of books , articles , journals , and literature about environment work , style leadership , loyalty employee as well as satisfaction related work _ with problem research .

4. Definition operational

Variable	Definition	Indicator	Scale Measurement
Environment Work (X1)	Environment Work is all something that is around the workers / employees who can _ influence satisfaction Work employee in carry out his job so that will obtained results maximum work , where _ in environment Work the there is facility supportive work _ employee in settlement assigned tasks _ to employee To use increase Work employee in something company .	1. Facility Supporters 2. Completion Task 3. Satisfaction Work	Likert
Leadership Style (X2)	Leadership Style is behavior or method selected and used _ leader in influence thoughts , feelings , attitudes , and behavior of members organization or subordinate .	1. Behavior Leader 2. Thought 3. Flavor 4. Behavior	Likert
Satisfaction Work (Z)	Satisfaction Work is attitude employee to related work _ with situation work , work The same between employees , benefits received _ in work , and matters relating to physical and psychological factors . _	1. Attitude Employee 2. Situation Work 3. Rewards 4. Factor physical and psychological	Likert

Loyalty Employee (Y)	Loyalty Employee is an act of showing support, loyalty, constant obedience _ to company place Work to profession in the company.	1. Support 2. Faithfulness 3. Obedience	Likert

C. RESULTS AND DISCUSSION

1. Data Quality Test Results

1.1. Validity Test
1.1.1. Environment Work (X1)

Table 3.1 Test Results validity Environment Work (X1)

No.	Statement	r Count	r Table	Information
1.	X1.1	0.712	0.1848	Valid
2.	X1.2	0.750	0.1848	Valid
3.	X1.3	0.677	0.1848	Valid
4.	X1.4	0.644	0.1848	Valid
5.	X1.5	0.569	0.1848	Valid
6.	X1.6	0.602	0.1848	Valid
7.	X1.7	0.684	0.1848	Valid
8.	X1.8	0.682	0.1848	Valid

Source : Data processed with SPSS 25, 2023

In table 3.1 regarding results testing validity Environment Work show all valid instruments for used as an instrument or statement For measure environmental variables researched work. _

1.1.2. Leadership Style (X2)
Table 3.2 Test Results Leadership Style Validity (X2)

No.	Statement	r Count	r Table	Information
1.	X2.1	0.664	0.1848	Valid
2.	X2.2	0.712	0.1848	Valid

No.		r Count	r Table	Information
3.	X2.3	0.683	0.1848	Valid
4.	X2.4	0.708	0.1848	Valid
5.	X2.5	0.745	0.1848	Valid
6.	X2.6	0.674	0.1848	Valid

Source : Data processed with SPSS 25, 2023

In table 3.2 regarding results testing validity style leadership show all valid instruments for used as an instrument or statement For measure the force variable studied leadership . _

1.1.3. Loyalty Employee (Y)
Table 3.3 Test Results validity Loyalty Employee (Y)

No.	Statement	r Count	r Table	Information
1.	Y. 1	0.652	0.1848	Valid
2.	Y.2	0.591	0.1848	Valid
3.	Y.3	0.675	0.1848	Valid
4.	Y.4	0.724	0.1848	Valid
5.	Y.5	0.672	0.1848	Valid
6.	Y.6	0.786	0.1848	Valid
7.	Y.7	0.707	0.1848	Valid

Source : Data processed with SPSS 25, 2023

In table 3.3 regarding results testing validity Loyalty Employee show all valid instruments for used as an instrument or statement For Loyalty measure variable Employees studied . _

1.1.4. Satisfaction Work (Z)
Table 3.4 Test Results validity Loyalty Employee (Z)

No.	Statement	r Count	r Table	Information
1.	Z. 1	0.705	0.1848	Valid
2.	Z. 2	0.740	0.1848	Valid
3.	Z. 3	0.696	0.1848	Valid
4.	Z. 4	0.627	0.1848	Valid
5.	Z. 5	0.529	0.1848	Valid

6.	Z. 6	0.670	0.1848	Valid
7.	Z. 7	0.562	0.1848	Valid

Source : Data processed with SPSS 25, 2023

In table 3.4 regarding results testing validity satisfaction Work show all valid instruments for used as an instrument or statement For measure the satisfaction variable researched work . _

1.2. reliability Test

Table 3.5 Test Results Reliability

No.	Variable	*Cronbach's Alpha*	*N of Items*
1.	Environment Work (X1)	0.806	8
2.	Leadership Style (X2)	0.783	6
3.	Loyalty Employee (Y)	0.810	7
4.	Satisfaction Work (Z)	0.774	7

Source : Data processed with SPSS 25, 2023

reliability test results in table 4.5 show that all variable stated reliable Because has beyond the coefficient limit reliability *Cronbach's Alpha* 0.6 up For then the items on each of these variable concepts worthy used as tool measure .

1.3. Multicollinearity Test

Table 3.6 Test Results Multicollinearity variable dependent to intervening variable

Coefficients [a]					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	-,736	,579		-1,270	,207
	Environment Work	,797	,020	1.008	40,000	,000
	Leadership Style	-.045	,027	-.043	-1,701	.092
a. Dependent Variable: Satisfaction Work						

Source : Data processed with SPSS 25, 2023

Based on table Equation 1, can seen that the tolerance value of each variable is > 0.10 and the VIF value is < 10 so can concluded that in this equation 1 No happen multicollinearity

Table 3.7 Test Results Multicollinearity variable dependent to independent variable

Coefficients ª						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	4,235	2,375		1,784	,077
	Environment Work	-,692	,320	-,713	-2.164	.033
	Leadership Style	,869	,110	,670	7,913	,000
	Satisfaction Work	1.045	,388	,852	2,694	,008
a. Dependent Variable: Loyalty Employee						

Source : Data processed with SPSS 25, 2023

Based on table Equation 2, can seen that the tolerance value of each variable is > 0.10 and the VIF value is < 10 so can concluded that in equation 2 _ No happen multicollinearity

1.4. Heteroscedasticity Test

Table 3.8 Test Results Heteroscedasticity Equation 1

Coefficients ª						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	1,180	,333		3,544	,001
	Environment Work	-.010	,011	-,107	-,862	,391
	Leadership Style	-,016	,015	-,129	-1.037	,302
a. Dependent Variable: ABS_RES1						

Source : Data processed with SPSS 25, 2023

Based on table Glesjer test results in equation 1 above , can seen that mark significance every variable dependent > 0.05 (5%), so can concluded that in this equation 1 No happen symptom heteroscedasticity .

Table 3.9 Test Results Heteroscedasticity Equation 2

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	-.997	1,640		-,608	,545
	Environment Work	,298	,221	,670	1,352	, 179
	Leadership Style	.066	.076	, 111	,870	,386
	Satisfaction Work	-.375	,268	-,664	-1.398	, 165
a. Dependent Variable: ABS_RES2						

Source : Data processed with SPSS 25, 2023

Based on table Glesjer test results in equation 2 above , can seen that mark significance every variable dependent > 0.05 (5%), so can concluded that in equation 2 _ No happen symptom heteroscedasticity . Results above can explained with results analysis chart that is scatterplot graph , the dots are formed must spread wide in a manner random , scattered Good on nor under the number 0 on the Y axis . If condition This fulfilled so No happen heteroscedasticity and regression models worthy used . Heteroscedasticity test results with use the scatterplot graph is shown in the figure under this :

Variable Scatterplot dependent to intervening variable
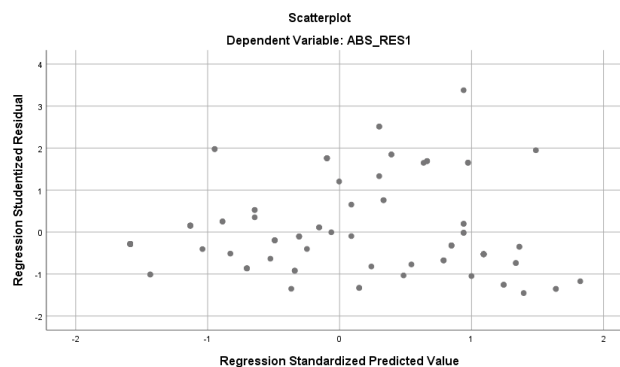
Source : Data processed with SPSS 25, 2023

Variable Scatterplot dependent to variable independent

Scatterplot
Dependent Variable: ABS_RES2
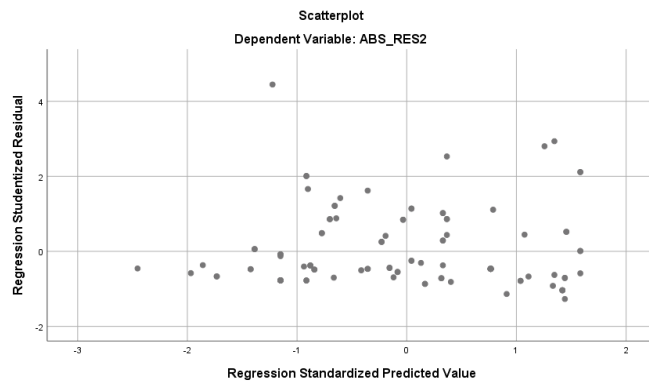
Source : Data processed with SPSS 25, 2023

With see the scatterplot graphs in figures 3.1 and 3.2, are shown dots _ _ spread in a manner random on the X and Y axes , then can taken conclusion that No there is symptom heteroscedasticity in the regression model used .

1.5.1. Path Analysis _

Path Analysis is expansion from analysis multiple linear regression . Analysis track aim For know influence in a manner direct nor No direct independent variable on variable dependent (Ardina, 2016). There are two equations that will appears in the analysis this , among others as following :

1.5.1.1. Influence direct variable dependent to intervening variable

For know influence direct variable dependent to intervening variables , performed testing analysis regression multiple , coefficient test determination , and partial test

Table 3.10 Path Analysis Results Equation 1

Coefficients ᵃ						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	-,736	,579		-1,270	,207
	Environment Work	,797	,020	1.008	40,000	,000
	Leadership Style	-.045	,027	-.043	-1,701	.092
a. Dependent Variable: Total Z.1						

Source : Data processed with SPSS 25, 2023

Based on calculations obtained in table 3.10 , then is known that coefficient regression double on the equation first on variables environment work (X.1) of 0.797, force leadership (X.2) of 0.045 with mark constant of -0.736. So equality formed multiple linear regression _ are :

$$Z = -0.736 + 0.797X1 + 0.045X2$$

Determination Test (R2)

Coefficient Determination (R2) measure closeness connection strong or nope between variable free to the intervening variable in this equation 1 . At a value close to One means independent variables that give almost everything _ required information _ For predict variable dependent . As for the results data processing for test coefficient determination with using the SPSS version 25 program seen through table following :

Table 3.11 Coefficient Determination Equation 1

Summary Model [b]				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,980 [a]	,961	,960	,517
a. Predictors: (Constant), Leadership Style , Environment Work				
b. Dependent Variable: Satisfaction Work				

Source : Data processed with SPSS 25, 2023

Based on table 3.11 above , magnitude mark coefficient determination (R Square) on the analysis multiple linear regression in equation 1 is of 0.961 so can concluded that donation influence environment work (X.1) and loyalty employees (X.2) against satisfaction Work is by 96.1%, meanwhile the remaining 3.9% constitute contribution from variables - other variables that are not entered in study this . As for the magnitude mark the other variable is also an error (e).

$$e\,1 = \sqrt{1 - R\ Square}$$
$$= \sqrt{1 - 0{,}961}$$
$$= 0.039$$

From the results calculation standard error above , then can concluded that magnitude mark variable that is not entered in study This is of 0.039

Partial Test (T Test)

Partial test (T test) in this equation 1 aim For know is there is influence of each variable free to intervening variable and for know significance influence the . Testing This through t test with compare t- count with t- table at level real $a = 0.05$. The t test has an effect significant to results t- count calculation more big from the t- table or probability error more small than 5% (sig < 0.05). Value of t- table in research This is as following :

$$t\text{- table} = a/\,2 : nk\text{-}1$$
$$t\text{- table} = 0.05/\,2\;;\,113\text{ - }2\text{-}1$$
$$t\text{- table} = 0.025;\,110$$
$$t\text{- table} = 1.981$$

From the results calculation with use the above formula , is obtained T table results that is of 1.981

Table 3.12 Partial Test Results Equation 1

Coefficients a					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	std. Error	Betas	t	Sig.
1 (Constant)	,736	,579		1,270	,207
Environment Work	,797	,020	1.008	40,000	,000
Leadership Style	.045	,027	.043	1,701	.092
a. Dependent Variable: Satisfaction Work					

Source : Data processed with SPSS 25, 2023

Based on table 3.12 then obtained result :

1) **Influence Environment Work (X1) against satisfaction Work (Z) Employees Arasoe Bone Sugar Factory**

   Based on results testing with SPSS version 25 for variable Environment Work (X1) against variable Satisfaction Work (Z) is obtained t- count value of 40,000 with level significance of 0.000, then H0 is rejected and H1 is accepted . this _ means variable Environment Work (X1) has influence positive and significant to satisfaction work (Z) Employees Arasoe Bone Sugar Factory

2) **The Influence of Leadership Style (X2) on to satisfaction Work (Z) Employees Arasoe Bone Sugar Factory**

   Based on results testing with SPSS version 25 for Leadership Style variable (X2) to variable Satisfaction Work (Z) is obtained t- count value of 1.701 with level significance of 0.092, then H0 is rejected and H1 is rejected . this _ means Leadership Style variable (X2) has influence positive and significant to satisfaction work (Z) Employees Arasoe Bone Sugar Factory

   Based on a number of testing is done , then can obtained part equality regression line 1 as following :

Figure 3.3 Analysis Multiple Linear Regression Equation 1
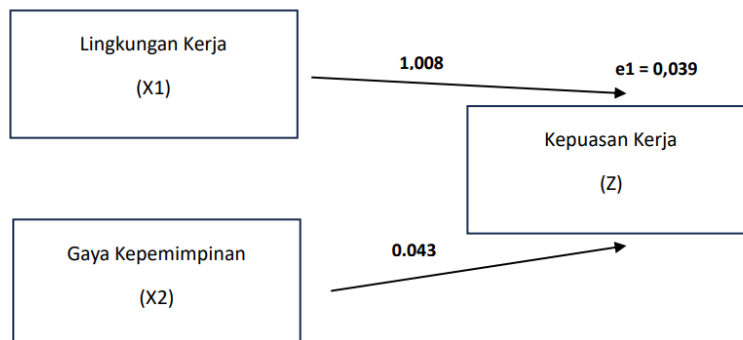
Influence Direct Variable dependent to Variable Independent

For know influence direct variable dependent to independent variable, done the same test on the equation before , that is multiple linear analysis, coefficient test determination , and partial test .

Analysis Multiple Linear Regression

Testing the data on this equation 2 aim For test hypothesis about There is or nope influence variable dependent that is Environment Work (X1), Leadership Style (X2) and Satisfaction Work (Z) against independent variable ie Loyalty Employee (Y) separately positive and significant and significantly Partial nor simultaneous . As for the results data processing with using the SPSS version 25 program seen through table following :

Table 3.13 Path Analysis Results Equation 2

Coefficients [a]						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	4,235	2,375		1,784	,077
	Environment Work	,692	,320	,713	2,164	.033
	Leadership Style	,869	,110	,670	7,913	,000
	Satisfaction Work	1.045	,388	,852	2,694	,008
a. Dependent Variable: Loyalty Employee						

Source : Data processed with SPSS 25, 2023

Based on calculations obtained in table 3.13 , then is known that coefficient regression double on the equation second on variables environment work (X1) of 0.692, force leadership of 0.869 and satisfaction Work of (Z) 1.045, and value constant of 4.235. So equality second multiple linear regression _ are :

$$Y= 4.235 + 0.692X1 + 0.869X2 + 1.045Z$$

Determination Test (R2)

Coefficient Determination (R2) measure closeness connection strong or nope between variable free to the intervening variable in this equation 1 . At a value close to One means independent variables that give almost everything _ required information _ For predict variable dependent . As for the results data processing for test coefficient determination with using the SPSS version 25 program seen through table following :

Table 3.14 Coefficient Determination Equation 2

Summary Model [b]				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate

1	,757 ª	,573	,562	2.104
a. Predictors: (Constant), Satisfaction Work , Leadership Style , Environment Work				
b. Dependent Variable: Loyalty Employee				

Source : Data processed with SPSS 25, 2023

Based on table 3.14 above , magnitude mark coefficient determination (R Square) on the analysis multiple linear regression in equation 2 is of 0.573 so can concluded that donation influence environment work (X.1), loyalty employees (X.2), and satisfaction work (Z) is by 75.7%, meanwhile the remaining 24.3% constitute contribution from variables - other variables that are not entered in study this . As for the magnitude mark the other variable is also an error (e).

$$e1 = \sqrt{1 - R\ Square}$$
$$= \sqrt{1 - 0{,}573}$$
$$= 0.427$$

From the results calculation standard error above , then can concluded that magnitude mark variable that is not entered in study This is of 0.427

1.5.1.2.   Partial Test (T Test)

Partial test (T test) in this equation 2 aim For know is there is influence of each variable free to variable bound and for know significance influence the . Testing This through t test with compare t- count with t- table at level real $a = 0.05$. The t test has an effect significant to results t- count calculation more big from the t- table or probability error more small than 5% (sig < 0.05). Based on the calculation results , the value of T table is obtained is of 1.981. Table following This serve results the analysis obtained , namely :

Table 3.15 Partial Test Results Equation 2

Coefficients ª						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	t	Sig.
1	(Constant)	4,235	2,375		1,784	,077
	Environment Work	,692	,320	,713	2,164	.033
	Leadership Style	,869	,110	,670	7,913	,000
	Satisfaction Work	1.045	,388	,852	2,694	,008
a. Dependent Variable: Loyalty Employee						

Source : Data processed with SPSS 25, 2023

Based on table 3.15 then obtained result :

1) **Influence Environment Work (X1) against Loyalty Employee (Y) Employee Arasoe Bone Sugar Factory**

   Based on results testing with SPSS version 25 for variable Environment Work (X1) against variable loyalty employee (Y) is obtained t- count value as big 2.164 with level significance 0.033 It is means variable Environment Work (X1) has influence positive and significant to loyalty employee (Y) Employee Arasoe Bone Sugar Factory

2) **The Influence of Leadership Style (X2) on to Loyalty Employee (Y) Employee Arasoe Bone Sugar Factory**

   Based on results testing with SPSS version 25 for Leadership Style variable (X2) to variable Loyalty Employee (Y) is obtained t- count value of 7.913 with level significance of 0.000, then H0 is rejected and H1 is rejected . this _ means Leadership Style variable (X2) has influence positive and significant to loyalty employee (Y) Employee Arasoe Bone Sugar Factory .

3) **Influence Satisfaction Work (Z) against to Loyalty Employee (Y) Employee Arasoe Bone Sugar Factory**

   Based on results testing with SPSS version 25 for variable Satisfaction Work (Z) against variable Loyalty Employee (Y) is obtained t- count value of 7.913 with level significance of 0.000, then H0 is rejected and H1 is rejected . this _ means Leadership Style variable (X2) has influence positive and significant to loyalty employee (Y) Employee Arasoe Bone Sugar Factory .

   Based on a number of testing is done , then can obtained part equality regression line 2 as following :

Figure 3.4 Analysis Multiple Linear Regression Equation 2
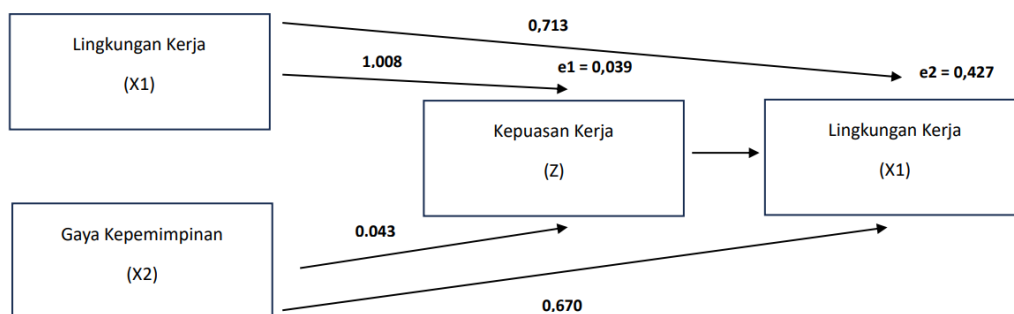
D. CONCLUSION

From the analysis performed on can pulled conclusion , namely :

1. Variable Environment Work (X1) has influence positive and significant to satisfaction work (Z) Employees Arasoe Bone Sugar Factory . this _ means that the more Good environment work at the Arasoe Bone Sugar factory , resulting in the more also Satisfaction _ Work at the Arasoe Bone Sugar factory .

2. Leadership Style Variable (X2) has influence positive and significant to satisfaction work (Z) Employees Arasoe Bone Sugar Factory . this _ means that the more Good style leadership at the Arasoe Bone Sugar factory , resulted the more also Satisfaction _ Work at the Arasoe Bone Sugar factory .
3. Variable Environment Work (X1) has influence positive and significant to loyalty employee (Y) Employee Arasoe Bone Sugar Factory . this _ means that the more Good environment work at the Arasoe Bone Sugar factory , resulting in the more Loyalty is good too Employees at the Arasoe Bone Sugar factory .
4. Leadership Style Variable (X2) has influence positive and significant to loyalty employee (Y) Employee Arasoe Bone Sugar Factory . this _ means that the more both the Leadership Style at the Bone Arasoe Sugar factory , resulting the more Loyalty is good too Employees at the Arasoe Bone Sugar factory .
5. Leadership Style Variable (X2) has influence positive and significant to loyalty employee (Y) Employee Arasoe Bone Sugar Factory . this _ means that the more Good Satisfaction Working at the Arasoe Bone Sugar factory , resulted the more Loyalty is good too Employees at the Arasoe Bone Sugar factory .

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