

## The Influence of Work Environment, Work Motivation and Work Spirit on Employee Loyalty at The Adipurna Innovation Foundation Asia

Achmad Zaky<sup>1</sup>, Kusnadi, Kusnadi<sup>2,\*</sup>  
<sup>1,2</sup> Sekolah Tinggi Penerbangan Aviiasi

\*Corresponding author: [hamaskus@yahoo.com](mailto:hamaskus@yahoo.com)

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### Abstract

*Adipurna Foundation Asian innovation is companies operating in the field educational community platform, company This is startup companies that provide service online courses and workshops. Research objectives For analyze influence environment work , motivation work , be enthusiastic Work to loyalty employee At the Adipurna Foundation Asian Innovation Vocasias . Research methods used with population study that is all over employees at the Adipurna Foundation Asian Innovation Vocasias that is totaling 50 employees , with technique taking sample is saturated sampling Because amount the population is small , so amount sample of 50 employees . Research results show that there is influence environment Work to loyalty employee Adipurna Foundation Asian Innovation Vocasias , so environment Work capable increase loyalty employee Adipurna Foundation Asian Innovation Vocasias . Motivation and enthusiasm Work No influential to loyalty employee Spirit Work Vocasias , p This means that motivation and enthusiasm Work Work No capable increase loyalty employee Adipurna Foundation Asian Innovation Vocasias.*

**Keywords:** Environment work, enthusiasm Work, Motivation Work, Loyalty Employee

## INTRODUCTION

Adipurna Foundation Innovation Asia ( Vocasia ) is companies operating in the field educational community platform , company This is startup companies that provide service online courses and workshops, their targets target is race millennials who need it learning related to the professional world. Employees at Vocasia can said All old employees , there are 5 people from beginning company built until Now Still survive in Vocasia . Educational background employees at Vocasia are the highest is S-2 and the other is S-1 equivalent

With based on ability quality source Power human , loyalty employee is attitude that arises as desire For Loyal and devoted to his work , superiors , and place its work causes it somebody willing sacrifice to achieve goals desired by the company . This is also included sacrifice time and interest they Alone For give more Lots energy to in company . Action without selfless This can measured and carried out every day , they dedicated For help company grow and develop For surpass setbacks and competitors . As for the influencing factors loyalty employee among others are environment work , motivation and enthusiasm work .

Environment Work is something exists around influencing employees performance or satisfaction Work employee moment carry out something work so that will get results good work or maximum . In a company or organization sued For always notice aspects that . The environment is very influential in give optimal results against loyalty employees . Likewise at the Adipurna Foundation Asian Innovation ( Vocasia ) will create comfort moment Work Because environment Work be one Power battering ram in increase loyalty employees

Motivation is activity working behavior in business fulfil desired needs . Giving motivation leader to employee nor motivation that arises from self employee That Alone For Work while achievement will capable reach maximum performance , motivation need held company , where all over activities and tasks If based on high motivation so performance will too become high and vice versa (Laminigrum, 2016).

Spirit work is also one important indicator in support loyalty employee in working . According to Kaswan (2017)“Moral or Spirit Work is reflection attitude or a person's mental condition individual or A team ”. People with Spirit Work tall usually positive , optimistic , cooperative and supportive to vision and mission team. Whereas according to Pohan (2017) Spirit Work is one factor individual who earns performance and remuneration is one factor acquiring organization performance employee . Spirit Work will show to what extent employees enthusiastic in carry out duties and responsibilities he answered in the company.

From the definition on can concluded that Spirit Work illustrate whole the atmosphere felt by the employees in office . If employee feel passionate , happy , optimistic , then condition the describe that employee the have Spirit high work , but if employee Like argue , hurt heart , look No like so employee the have Spirit low work . This thing can mirrored in Tables 1 and 2. Employee Data Permanent and Internship.

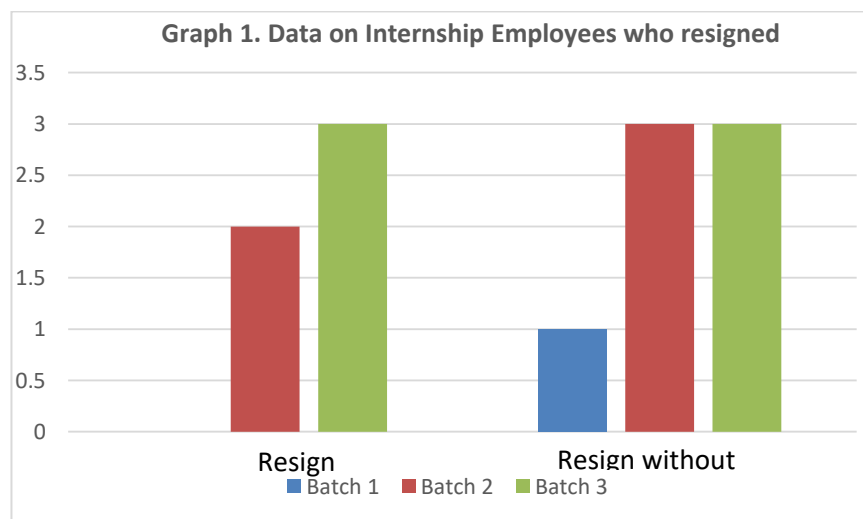
**Table 1. Total Employee Permanent and Employees Apprenticeship Vocasia**

	Total Employees Permanent and Employees Apprenticeship		
	Batch 1	Batch 2	Batch 3
<b>Total</b>	60	45	50

**Table 2. Absenteeism Employee Permanent and Employees Apprenticeship Vocasia**

No.	Batches	Number of Days	Details Not Entered		
			Without Information	Sick	Permission
1	Batch 1	120	12	42	55
2	Batch 2	120	10	37	41
3	Batch 3	120	8	29	28

Based on the data above seen low level absenteeism employee apprenticeship Vocasia , from batch 1 to batch 3 is visible decline amount employee absent interns. Low absenteeism rate show its height discipline and loyalty employee apprenticeship Vocasia . Furthermore Can seen in Graph 1 data on employees who resigned.



Based on graphic 1 can us see that the total number of employees who resigned in batch 1 amounted to 0 while in batch 2 it increased into 2 people and in batch 3 into 3 people. Further on can us see that the total number of employees who leave without information on batch 1 totaling 1 person and more to be 3 people I in batch 2 and batch 3.

### Research Gap:

According to Study Musnadi (2018) and Giovanni and May (2022) stated that results variable environment Work influential positive and significant to loyalty employees . Meanwhile, Klaudia (2019) and Asfiah (2018) stated that environment Work No significant ( negative ) towards loyalty employees . About motivation work , according to research by Klaudia (2019), Musnadi (2018) Utami and Dwiatmadja (2020), Citra and Fahmi (2019) stated that results variable motivation Work influential positive to loyalty employees . Meanwhile, Nuriyah and Azizah (2021) stated that motivation Work No significant to loyalty employees . Whereas opinion (Hendry, 2021), Oktita (2016) and Sumardin (2021) regarding Spirit Work state that results variable Spirit Work influential positive to loyalty employees.

### Problem Formulation

Based on background behind , then formulation problem is as following : 1). is environment Work influential to loyalty employees at the Adipurna Foundation Asian Innovation ? 2). is motivation Work influential to loyalty employees at the Adipurna Foundation Asian Innovation ? , 3). is Spirit Work influential to loyalty employees at the Adipurna Foundation Asian innovation ?

### Research Objectives

Based on Problem formulation above , then study This aim as following : 1). Analyze influence environment Work to loyalty Adipurna Foundation employees Asian Innovation . 2). Analyze influence motivation Work to loyalty Adipurna Foundation employees Innovation Asia. Analyzing influence Spirit Work to loyalty kar 3). yawan Adipurna Foundation Asian Innovation .

### Benefits and Uses Study

Research results This expected become something input to head of the Adipurna Foundation Asian Innovation as well employee about environment work and motivation Work to loyalty employees .

## **THEORITICAL REVIEW**

### **Loyalty Employee**

Loyalty can interpreted as obedience and loyalty . Hasibuan (2021), stated that loyalty Work employee is religious roles and members in use thoughts and time For reach objective organization . According to Suhendi (2017), said that loyalty Work employee showed with exists commitment employee to company , commitment organization can formed by several factor Good from organization nor individual .

Kadarwati (2017), says that loyalty employee to work is activity physical , psychological and social causes individual choose attitude For follow rule determination For do and practice something to understand as something meaningful , full knowledge and responsibility answer as well as perception personal to effort achievement objective organization government based on his expertise For increase effectiveness organization government and accompanying with consistent and strong dedication . So the employee's loyal attitude to something company very important To use For progress and goals that have been planned by a person organization / company.

Chaerudin, et.al (2020) explain a number of aspects that can used For measure loyalty a employee among them namely : 1). Obey the rules , 2). Not quite enough responsible to the organization . 3). Will For Work same . 4). Sense of belonging , 5). Connection between personal . 6). Love work / hobbies to task .

### **Influencing indicators loyalty employee**

According to Gozaly dan Wibawa (2018) mention four indicators contained in loyalty employees , including : 1). Compliance , 2). Not quite enough answer , 3). Dedication , 4). Integrity.

### **Environment Work**

According to Julita dan Arianty (2019) state that environment Work is something that is around companies that can influence method work and satisfaction from employees and places work . Whereas According to Darmadi (2020), the environment Work including something that is around the employees so influence something individual in carry out obligations that have been assigned to him , like exists cooler air , good lighting and so on.

Based on understanding from several experts so can concluded that environment Work is existing environment in scope employee in a way physique or non- physical , that can be done influence method loyalty employee in operate task .

### **Types Environment Work**

According to Sedarmayanti (2017) stated environment Work in company / agency is very important supervised by the leader company Because environment good work have high influence to effectiveness worker in company . Environment Work consists from environment Work physical and nonphysical .

Environment Work physique is all circumstances shaped physical surroundings place work that can be done influence employee Good in a way direct nor No straight away . Environment Non- Physical Work . Environment non- physical work is whole included relationships in affairs work . Like connection employee with leadership , as well as connection employee with other employees .

### **Indicator Environment Work**

Environment comfortable work give positive impact for employees . Environment Work can influence all matter all matter around employee in operate his duties , According to Sedarmayanti (2017) dimensions environment Work physical and environmental non- physical work that is a number of indicator comfortable environment : a) . Air and lighting , b). Cleanliness , c). Security , d). Connection cooperation between employees , e). Not quite enough answer work , f). Communication smoothly ,

### **Motivation Work**

According to Hasibuan dan Bahri (2018) motivation is task a leader For influence something group or someone else in something organization . Whereas according to Mangkunegara (2017) Motivation is moving conditions employees to be able reach goals and motives .

### Types of Motivation Work

According to Sedarmayanti (2017) Motivation shared become three part : 1). Pusher main : driving force assessed with money, 2). Semi pusher main , 3). Nonmaterial drivers : those that don't can seen with money such as : a). Correct placement , b) . Systematic training c). Promotion object , d). Work guaranteed , e). Participation of employee representatives in taking decision , f). The working conditions are pleasant g). Giving Company information , h. Facility recreation .

### Indicator Motivation Work

According to Adha et.al. (2019) state that motivation Work is giving Power the driving force that creates excitement Work someone to order them capable cooperate , work effective and integrated with all Power his efforts For reach satisfaction .

### Enthusiasm Work

According to Syafrina dan Manik (2020) Spirit Work namely “ willingness For emit level high effort For objective conditioned organization through Discipline Work effort That in fulfil a number of need employee certain .” In the Big Indonesian Dictionary it says that Spirit Work is lust ( will , passion ) for work , struggle , and so on . According to Busro (2018) Spirit Work is something atmosphere work contained within something an organization that shows a sense of excitement within carry out work and encourage employee For Work in a way more good and more productive . According to Anaroga in Busro (2018) Spirit Work is atmosphere inner For do work in a way more enterprising so that work fast finished and more OK ).

From several definition on so can concluded Spirit Work is atmosphere mind and atmosphere good work that got it support somebody do work in a way more active and passionate in carry out his task with hope work will fast finished and more good .

### Indicator Spirit Work

According to Nitisemito (2019), there is four indicator For measure Spirit work , that is absenteeism , work the same , satisfaction work , and discipline . Absence show absence employee in his task . This thing including lost time Because illness , accident , and leaving leave work Because reason personal without given authority. Which isn't taken into account as absenteeism is dismissed For while , no There is work, valid leave, or period holidays , and layoffs work . Employee with absenteeism low show exists Spirit high work.

### Summary Study Previous

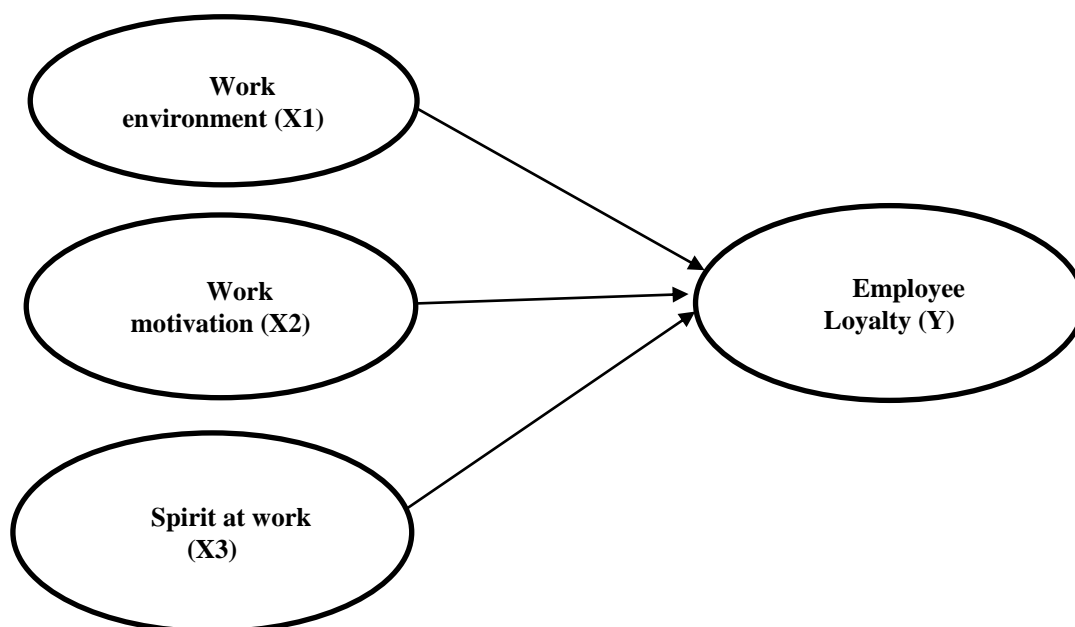
**Table 3. Research Previous**

Name/ Year	Title Study	Variable				Results
		X1	X2	X3	Y	
Siti Nuriyah & Nurul Azizah (2021)	Influence leadership , motivation work and culture organization to loyalty employee		✓		✓	Variable motivation Work No influential to loyalty employees .
Lulut Klaudia, et al (2019)	Influence environment work , compensation and motivation intrinsic to loyalty employee to employee waroeng special Yogyakarta chili sauce	✓	✓		✓	Variable l environment Work No influence on loyalty employees . Whereas variable Motivation intrinsic have influence positive and significant to loyalty employees .
Henry (2021)	Influence Spirit work and supervision to loyalty employee service power work and transmigration regency Labuhan Batu north .		✓		✓	Variable Spirit Work have influence positive and significant to Loyalty employees .
Yakup, A.P. (2019).	Build Spirit Work with loyalty and trust yourself to employees .			✓	✓	Variable loyalty Work influential positive and significant to Spirit Work employee .
Musnadi	Influence environment work ,	✓	✓		✓	Variable environment

(2018)	compensation and motivation to satisfaction Work as well as impact to loyalty Work employee prison in the province Aceh .					influential to loyalty work . Whereas variable motivation Work influential to loyalty Work employee .
Verontino Fernando Giovanni & Mei Ie (2022)	Influence environment work and satisfaction Work to loyalty employees in industry creative	✓			✓	Variable environment Work influential positive and significant to loyalty employee
Vivilia Aninditya Vrisna Willy Rizky Utami & Christantius Dwiatmadja (2020)	Influence Career Development , Motivation Work and Giving Compensation To Loyalty Work Employee		✓		✓	Variable motivation Work influential to loyalty employee
Lola Melino Citra & Muhammad Fahmi (2019)	Influence Leadership , Satisfaction Work And Motivation Work To Loyalty Employee		✓	✓	✓	Variable motivation Work own influence to loyalty employee
Nurul Asfiah F (2018)	Influence burden work and environment Work to loyalty employees in service units service health province Java east		✓		✓	Variable environment Work No influential to loyalty employee

Description : X1= Environment Work , X2= Motivation Work , X3= Passionate Work and Y= Loyalty Employee

## FRAMEWORK



### Hypothesis Study

#### Influence Environment Work To Loyalty Employee

Environment Work based on study previous and existing research made is there is influential results positive and significant to loyalty employee according to study Musnadi (2018), so H1: Environment Work influential significant positive to loyalty employees at the Adipurna Foundation Asian Innovation

### Influence Motivation Work To Loyalty Employee

Motivation Work based on study previous research and existing research gaps made is there is influential results positive to loyalty employee according to Musnadi (2018), so H2: Motivation Work influential significant positive to loyalty employees at the Adipurna Foundation Asian Innovation

### Influence Spirit Work To Loyalty Employee

Spirit Work based on study previous research and existing research gaps made is there is influential results positive to loyalty employee according to Hendry (2021), so H3: Enthusiasm Work influential significant positive to loyalty employees at the Adipurna Foundation Asian Innovation .

## RESEARCH METHODS

### Research Design

Study This need planning order research can walk with good . According to Sugiyono (2019) state that “ Research design must specific , clear and detailed , determined in a way Excellent since beginning , becoming handle step by step ”. Main goal in use method This is For describe characteristic something temporary situation running at the moment study done and checked causes from something symptom certain. Hypothesis testing research This aim For know Influence Environment Work , Motivation Work and enthusiasm Work To Loyalty Employees at the Adipurna Foundation Asian Innovation .

### Unit of Analysis

Object study This that is Environment Work (X1), Motivation Work (X2), Spirit Work (X3) and Loyalty Employees (Y) in the analysis unit carried out on Adipurna Foundation employees Asian Innovation ( Vocasia ). Study carried out at Vocasia which is located at Pondok Coconut Jl. Nyiur Raya Valley No.1, East Jakarta .

### Operational Variable

**Table 4. Operations Variable**

NO	VARIABLES	VARIABLE CONCEPT	DIMENSIONS	INDICATOR	SCALE
1	Loyalty Employees (Y)	Wicaksono (2013) " loyalty is loyal to something with love , so with a high sense of loyalty someone feel No need For get rewards in do something for other people/ companies place he put loyalty ."	quantity Work Cooperation initiative	speed work targets braid Work The same compactness will independence	Likert
2	Environment work (X1)	According to Sedarmayanti (2017) stated that environment Work is whole tool tools and materials encountered , environment surroundings Where somebody work , method it works , too arrangement it works Good as individual nor as group .	environment physique Non- physical environment	Lighting light Air Temperature Use of Color Security Working Hours Connection Work between subordinates and superiors Connection Work between colleague Work	Likert
3	Motivation	According to Hasibuan	Need For	Develop creativity	Likert

work (X2)	dan Bahri (2018) motivation is task a leader For influence something group or someone else in something organization	achievement Dimensions Need will affiliate	Enthusiastic For achievement tall Need will feeling accepted Need will feeling respected Need will feeling progress or not fail Need will feeling follow as well as Own best position Exert ability to achieve power	
4 Spirit Work (X3)	According to Syafrina dan Manik (2020) Spirit Work namely “ willingness For emit level high effort For objective conditioned organization through Discipline Work effort That in fulfil a number of need employee certain .	Performance	Absence Work The same Satisfaction Work Discipline	Likert

### Population and Sample Techniques

Population is the area of generalization that consists on object or the subject has qualities and characteristics certain conditions determined by the researcher For studied and then withdrawn the conclusion (Sugiyono, 2019) population in the study This is all over employees at the Adipurna Foundation Asian Innovation Vocasia that is totaling 50 employees . Samples are part or representative of the population studied Samples are selected based on consideration circumstances or characteristic features certain ones will researched , because No all member population will researched or all information data will processed , but rather Enough use representative sample (Sugiyono, 2019). With small population For That researcher use method sample bored , where? taking sample is all employee Vocasia as many as 50 people.

### Data Types and Sources

Type of data used in study This is subjective data form opinion from respondents . Subjective data This obtained from spread questionnaire to respondents ie employee Vocasia . Primary data sources . According to Sugiyono (2019)“Primary data is direct data provide data to data collector ”. Primary data in general special collected by researchers For answer question research . Primary data can obtained with give questionnaire in a way direct to 50 employees at Vocasia with type questions used is nature closed .

### Data Collection Methods

Data collection methods used in study This collected through technique survey or study field . In obtaining the data needed for the survey or study This done with use tool help questionnaire or questionnaire given to employee Vocasia . Questionnaire containing questions based on grids instrument or indicator variable and filed to respondents in form question choice double ( closed ).

### Instrument Study

According to Sugiyono (2019) technique data collection is the most strategic step in research , because objective main from study is get data. The “ Likert scale ” is used For measure attitudes , opinions and



perceptions somebody or a group of people about phenomenon social ” (Sugiyono, 2019). With evaluation answer as following :

**Table 5. Assessment Answer**

Choice Answer	Score	
	Statement Positive	Statement Negative
Strongly Agree (SS)	5	1
Agree (S)	4	2
Disagree (KS )	3	3
Disagree (TS )	2	4
Strongly Disagree ( STS)	1	5

## Testing Validity and Reliability Instrument

### Validity

Validity test used For measure legitimate or whether it is valid or not something questionnaire . Something questionnaire is valid if statement on the questionnaire capable disclose something measured by a questionnaire the (Sugiyono, 2019). Required conditions fulfilled that is must own criteria as following :

- If  $r$  count  $>$   $r$  table so statement the declared valid.
- If  $r$  count  $<$   $r$  table so statement the stated invalid .

Validity test results on variables loyalty employees consisting of 9 questions distributed with results all valid. Validity test results on variables environment work (X1) which consists of 6 questions distributed results all valid . Validity test results on variables motivation work (X2) which consists of 12 questions distributed results all valid . Validity test results on variables Spirit work (X3) which consists of 8 questions distributed results all valid

### Reliability

According to Sugiyono (2019) suggests “ that reliability regarding with degrees data consistency and stability or findings ”. Test reliability done For know consistency results A answer about presumption respondents . Reliability test results seen from mark cronbach good alpha -reliability is the more approaching 1. a variable said reliable If give mark Cronbach alpha  $>$  0.6. Test results reliability For every variable in study This as following :

**Table 5. Reliability Test Results**

VARIABLES	Cronbach's Alpha value	N Of Items	Standard's Reliability	Information
Loyalty Employees (Y)	0.921	9	0.6	Realibility
Environment Work (X1)	0.923	12	0.6	Realibility
Motivation Work (X2)	0.862	10	0.6	Realibility
Spirit Work (X3)	0.842	8	0.6	Realibility

Source : Processed data , 2023

## Data Processing and Analysis Methods

Data analysis method used in study This are Statistical Package for Social Sciences (SPSS) and Microsoft Excel.

### Data Interval Classification

In analysis descriptive , respondents can grouped to in the calculated interval after mark answer lowered of the cumulative total obtained from research . The average score is calculated according to formula following :

$$interval\ kelas = \frac{skor\ tertinggi - skor\ terendah}{jumlah\ kelas}$$

For measure interval class , then used formula :

$$\text{Highest score } 50 \times 50 = 250$$

$$\text{Lowest score } 1 \times 50 = 50$$

$$\text{Intervals} = \frac{250 - 50}{5} = 40$$

With use classification scale likert , then For score highest from intervals worth 5 as well For mark the lowest value 1. From calculations cumulative obtained , then results study amount respondents can grouped as following :

**Table 6. Assessment Interval Respondent**

Weight	Evaluation
210-250	Very good
170-209	Good
130-169	Pretty good
90-129	Not good
50-89	Very not good

## RESEARCH RESULTS AND DISCUSSION

### Description object study

Adipurna Foundation Asian Innovation Vocasia is an online community based platform integrated education . Apart from offering digital courses and workshops, Vocasia is also developing training based expertise and skills online for employees , students and the community wide with affordable price . With various training the best that vocasia.id provides , hopefully will created competencies and skills useful individual . Not only For fill in field work , but also useful For build enthusiasm and expertise in entrepreneurship . Moreover , the training provided by Vocasia attractive and flexible with price affordable .

### Characteristics Respondent

#### Characteristics Respondent By Gender

**Table 7. Gender**

Valid id	Woman	Frequency	Percent	Valid Percent	Cumulative Percent
	Woman	22	44.0	44.0	44.0
	Man	28	56.0	56.0	100.0
	Total	50	100.0	100.0	

Source : Processed data , 2023

For analysis characteristics respondents in Vocasia based on type gender , can be seen in the description in table 7. From table the stated that various types of employees sex men totaling 28 respondents or 56%, meanwhile For various types of employees sex Woman amounting to 22 people or 44% of the total sample of 50 respondents . From the description that has been explained in the table above can concluded that part big employee Vocasia who became respondents more large variety sex man compared to with woman .

### Characteristics Respondent Age

**Table 8. Age**

Valid	<21	Frequency	Percent	Valid Percent	Cumulative Percent
	<21	9	18.0	18.0	18.0

21-35	39	78.0	78.0	96.0
35-50	2	4.0	4.0	100.0
Total	50	100.0	100.0	

Source : SPSS data processing 2023

For analysis characteristics respondents based on age on Vocasia showing that age <21 years amounting to 9 people or 18%, aged 21-35 years totaling 39 people or 78%, aged 35-50 years amounting to 2 people or 4%. So that can concluded that employee Vocasia dominated by employees aged 26-35 years .

### Characteristics Respondent Based on Last Education

**Table 9. Last Education**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Senior School	25	50.0	50.0	50.0
	Diploma	1	2.0	2.0	52.0
	S1	22	44.0	44.0	96.0
	S2	2	4.0	4.0	100.0
	Total	50	100.0	100.0	

Source : SPSS data processing 2023

### Characteristics Respondent Based on Work Period

**Table 10. Work Period**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1	33	66.0	66.0	66.0
	2-5	14	28.0	28.0	94.0
	>5	3	6.0	6.0	100.0
	Total	50	100.0	100.0	

### Variable Data Description

#### Evaluation Respondent Variable Loyalty Employees (Y)

Variable data description loyalty employees (Y) being measured based on 3 dimensions with 9 statements outlined in form table , as following :

**Table 11. Recapitulation Evaluation Respondent on Variable Loyalty Employees (Y)**

No	Statement	Mark	Category
1	I always comply with applicable company regulations	213	Very good
2	I am willing to work overtime to get the job done	197	Good
3	I complete tasks well, on time, and dare to bear all risks that occur due to the actions I have taken	213	Very good
4	I am willing to sacrifice personal interests for the interests of the company	181	Good
5	I am always oriented towards the people in the company	198	Good
6	I contribute my ideas and energy to the company	200	Good
7	I am willing to keep company business secrets	214	Very good
8	I take care of the organization's property and do not waste it	214	Very good
9	I want to participate in activities accidental company	205	Good
Average		203,9	Good

Source : SPSS data processing 2023

Based on table 11. loyalty employee can seen that from whole average value of responses respondents of 203.9 Can be stated that variable Loyalty Employee (Y) in category good .

### Evaluation Respondent Variable Environment Work (X1)

Variable data description environment work (X1) is measured based on 2 dimensions with 12 statements outlined in form table , as following :

**Table 12. Recapitulation Evaluation Respondent on Variable Environment Work (X1)**

No	Statement	Mark	Category
1	air circulation in your workplace is sufficient according to standards	202	Good
2	the lighting in your workplace is sufficient according to standards	203	Good
3	the cleanliness of your work environment is clean	199	Good
4	you participate in maintaining cleanliness in the work environment	215	Very Good
5	complete work according to predetermined deadlines	209	Good
6	am always careful and meticulous in completing work	210	Very good
7	security at your workplace is good	201	Good
8	you participate in maintaining security in the work environment	210	Very good
9	collaborative relationships between employees run well	210	Very good
10	participate in a team to achieve targets	219	Very good
11	communication relations between employees are very harmonious	200	Good
12	the company builds an effective communication style to create a warm, open and supportive work atmosphere	208	Good
Average		203,9	Good

Source : SPSS data processing 2023

### Evaluation Respondent Variable Motivation Work

Variable data description motivation work (X2) is measured based on 3 dimensions with 10 statements outlined in form table , as following:

**Table 13. Recapitulation Evaluation Respondent on Variable Environment Work (X2)**

No	Statement	Mark	Category
1	The supporting facilities provided by the company are quite helpful in completing the work	198	Good
2	The company provides appropriate allowances if there are overtime hours	197	Good
3	Giving awards or rewards for what has been achieved	205	Good
4	I am always praised for my good work	195	Good
5	Your relationship with your boss is good and harmonious	204	Good
6	Your relationships with fellow employees are good	204	Good
7	The company provides insurance protection to employees	196	Good
8	Place Work I ensure security his employees in Work	199	Good
9	The company provides programs that can support	198	Good

motivation Work employee			
1	Superior give support for employees encouraged For	200	Good
0	finish task appropriate time		
Average		199.6	Good

Source : SPSS data processing 2023

### Assessment Respondent Variable Enthusiasm Work (X3)

Variable data description Spirit work (X3) is measured based on 2 dimensions with 8 statements outlined in form table , as following:

**Table 14. Recapitulation Evaluation Respondent on Variable Spirit Work (X3)**

No	Statement	Mark	Category
1	I have never been absent from work	173	Good
2	I have never been absent from meetings with colleagues	184	Good
3	I enjoy working together with colleagues to complete work	202	Good
4	I am happy when my fellow workers help me in my work	209	Good
5	There is a feeling of satisfaction in my heart when my work is completed on time	211	Very Good
6	I really enjoy the work I do	202	Good
7	I try come to place Work more beginning than at that time determined	196	Good
8	I never miss work hours or during meetings with the team	198	Good
Average		196.87	Good

Source : SPSS data processing 2023

### Test Assumptions Classic

#### Normality Test

Normality test carried out on research data This For see population outcome data study distribute normally or no . Normality test detection done with use one-sample Kolmogorov-Smirnov with provisions , if mark significant more from 0.05 (>0.05) then the data is normally distributed , vice versa If mark significant not enough than 0.05 (<0.05) then the data is no normally distributed .

**Tabel 15 Kolmogorov-Smirnov Test  
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		50
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.30916603
Most Extreme Differences	Absolute	.113
	Positive	.113
	Negative	-.092
Test Statistic		.113
Asymp. Sig. (2-tailed)		.131 <sup>c</sup>

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.

Source : Spss data processing , 2023

Normality test results with using one-sample Kolmogorov-Smirnov pointing out mark significant more than 0.131 (>0.05) then the data is normally distributed.

### Multicollinearity Test

Multicollinearity test used For know There is or not One or more variable free to have connection with variable free others in the regression model . A regression model said free from multicollinearity if mark tolerance more of 0.1 ( $>0.1$ ) and value Variance Inflation Factor (VIF) is less out of 10 ( $<10$ ).

**Table 16. Multicollinearity Coefficients<sup>a</sup>**

Model		Collinearity Statistics	
		Toleranc e	VIF
1	Environment Work	,383	2,613
	Motivation Work	.404	2,478
	Spirit Work	,876	1,142

a. Dependent Variable: Loyalty Employee

Source : Spss data processing , 2023

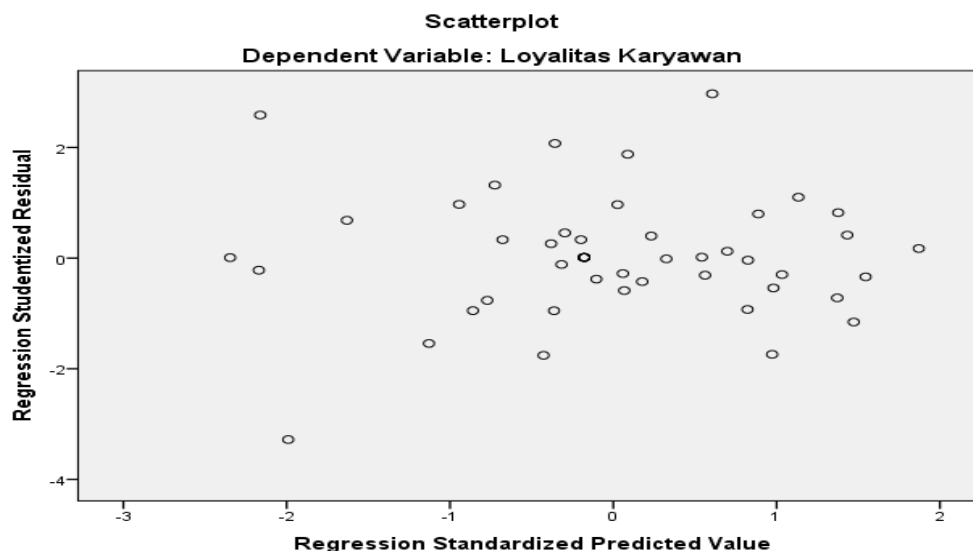
Test results This showing that the data analyzed fulfil assumption multicollinearity that is No happen multicollinearity between variable environment work (X1), motivation work (X2) and enthusiasm work (X3). This thing caused because each VIF value  $< 10$  and with tolerance value  $> 0.1$ .

### Heteroscedasticity Test

According to Purwanto (2017) heteroscedasticity test aim For see is there is variables that don't constant or No same . Good regression model is homoscedasticity or No happen heteroscedasticity . According to Purwanto (2017) base decision on the heteroscedasticity test is as following :

- 1) Significance value  $> 0.05$ , meaning No happen heteroscedasticity .
- 2) Significance value  $<0.05$ , meaning happen heteroscedasticity

**Graph 2. Heteroscedasticity**



Source : SPSS data processing , 2023

From the picture on can seen that heteroscedasticity test results describe plot points that don't form something pattern certain and no There is clear and spreading pattern above or below the number 0 on the Y axis , so can concluded that the data is variable bound in study This free from heteroscedasticity or data no happen heteroscedasticity .

### f test (Model Feasibility Test)

The F test is purposeful For test what variables are used ? in study This worthy or no , in other words whether variable free capable explain the dependent variable . The level used is of 0.05 or 5%, if mark

significance < 0.05 then can interpreted worthy , and vice versa.

**Table 17. Test Results f**  
ANOVA<sup>a</sup>

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	841,922	3	280,641	24,059	,000 <sup>b</sup>
Residual	536,578	46	11,665		
Total	1378,500	49			

a. Dependent Variable: Loyalty Employee

b. Predictors: (Constant), Spirit Work , Motivation Work , Environment Work

Source : Processed data with SPS, 2023

Based on results Data processing for the ANOVA test can be done generated that mark significance or value  $\rho = 0.000 < \alpha = 0.05$  because mark probability Far under alpha value then the regression model the worthy used , variables free and variable bound own meaningfulness.

### Analysis Multiple Linear Regression

**Table 17. Multiple Linear Regression Test Results**  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,017	4,657		,004	,997
	Environment Work	,492	,124	,588	3,954	,000
	Motivation Work	,156	,162	,139	,960	,342
	Spirit Work	,191	,105	,179	1,818	,076

a. Dependent Variable: Loyalty Employee

Source : Data processed by SPSS, 2023

From the results of multiple linear regression tests between environment work , motivation work and enthusiasm Work to loyalty employee can arranged equality regression as as follows :  $Y = 3.954 X_1 + 0.960 X_2 + 1.818 X_3$ .

### Hypothesis Testing

#### t Test Results

The t test is useful For test significance coefficient regression , ie is variable independent (X) is influential in a way real or No to variable dependent . Testing This done at the level significance 0.05 ( $\alpha = 5\%$ ) or level 95% confidence . Apart from that For sig value < 0.05 or t count > t table there is influence variable independent to variable dependent . For sig value > 0.05 or t count < t table No There is influence variable independent to variable dependent.

**Table 18. t test results**  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0,017	4,657		0,004	0,997
	Environment Work	0,492	0,124	0,588	3,954	0,000
	Motivation Work	0,156	0,162	0,139	0,960	0,342
	Spirit Work	0,191	0,105	0,179	1,818	0,076

a. Dependent Variable: Loyalty Employee

Source : SPSS 2023 data processing

Hypothesis in the T Test , namely , if Sig value . < 0.05 then showing exists influence between variable X with Y, so results study This is as following : 1). Environment Work (X1) has an effect positive and significant to Loyalty Employee (Y), 2). Motivation Work (X2) no influential to Loyalty Employees (Y), and 3). Spirit work (X3) no influential to Loyalty Employee (Y).

## Coefficient Test Results Determination ( $R^2$ )

Coefficient test determination For measure how much Far deep model capabilities apply variation dependent or measure how much big contribution independent variable against change increase or decline variable dependent .

**Table 19. Coefficient Test Results Determination**

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,782 <sup>a</sup>	,611	,585	3,415	1,918

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

b. Dependent Variable: Loyalty Employee

Source : Data processed with SPSS, 2023

Coefficient test results determination in the table on showing that mark coefficient determination of 0.585. Adjusted R square coefficient of 0.585 shows that proportion influence variable Spirit work , motivation work , environment Work to loyalty employee amounted to 58.5% whereas the rest 41.5 % (100% - 58.5%) is explained by other variables outside the variable model that are not explained in study this .

## Discussion of Research Results

### Influence environment Work to loyalty employee

Based on results study that environment Work influential significant to loyalty employees (H1 accepted ). This result in accordance with study previous and existing research made is there is influential results positive and significant to loyalty employee according to study Musnadi (2018), with environment proper work will role important to level loyalty employee so that capable deliver success company Environment good work can influence loyalty employee Because provide a sense of comfort and support : Employees will feel comfortable and supported in the environment good work . They will feel appreciated and recognized by the company , which can increase loyalty they to company . With Thus , the environment good work can impact positive on loyalty employees , which in the end can help company reach objective them and improve performance business .**Influence Motivation Work To Loyalty Employee**

Based on results study that motivation Work No influential to loyalty employees , then (H2 is rejected ). Motivation Work is encouragement or desire in self somebody For reach objective certain in his job at the company Vocasia . Loyalty employee No influenced by motivation work . This thing in accordance with research conducted by Nuriyah and Azizah (2021) states that motivation Work No significant to loyalty employees . With So , motivation Work No reason employee can influence loyalty to the company , but rather Because have mandatory obligations done by employees at Vocasia .

### Influence Spirit Work To Loyalty Employee

Based on results study that Spirit Work No influential significant to loyalty employees (H3 is rejected ). This thing No in accordance with research conducted opinion (Hendry, 2021) state that Spirit Work influential significant to loyalty employees . Spirit Work can increase productivity , quality work , and performance employees . However , cheer up Work No always means that employee will remain loyal to company . Following a number of reason Why Spirit Work No always influence on loyalty employees . Spirit Work Possible only will nature temporary and can changed along time . Although employee can feel enthusiasm and enthusiasm at first , factors like conflict with superiors , environment bad work , or difficulty in reach possible goals and targets cause Spirit Work decreased and loyalty reduced . Therefore that , though Spirit Work can increase performance and productivity employees , those Alone No always Enough For influence loyalty employee to company .

## CONCLUSION

Based on results research and discussion can concluded that: There is influence environment Work to loyalty employee Vocasia , so environment Work capable increase loyalty employee Adipurna Foundation Asian Innovation Vocasia , however Motivation work and enthusiasm Work No influential to loyalty employee Adipurna Foundation Asian Innovation Vocasia , p This means that motivation work and enthusiasm Work No capable increase loyalty employee Adipurna Foundation Asian Innovation Vocasia.



And recommended that : For increase loyalty employee Vocasia, then indicator environment Work must improved.

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