

ABSTRAK

Penelitian ini dilatarbelakangi oleh belum optimalnya loyalitas pegawai pada Dinas Koperasi, Perindustrian, dan Perdagangan Kabupaten Bondowoso yang diduga dipengaruhi oleh *employee engagement*, beban kerja, iklim organisasi, dan pengembangan karir. Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement*, beban kerja, iklim organisasi, dan pengembangan karir terhadap loyalitas pegawai. Penelitian menggunakan metode kuantitatif dengan teknik pengumpulan data melalui kuesioner dan dianalisis menggunakan regresi linear berganda. Hasil penelitian menunjukkan bahwa *employee engagement*, iklim organisasi, dan pengembangan karir berpengaruh positif dan signifikan terhadap loyalitas pegawai, sedangkan beban kerja tidak berpengaruh signifikan terhadap loyalitas pegawai. Hasil koefisien determinasi menunjukkan bahwa loyalitas pegawai dapat dijelaskan oleh variabel *employee engagement*, beban kerja, iklim organisasi, dan pengembangan karir, sedangkan sisanya dipengaruhi oleh variabel lain di luar penelitian. Penelitian ini merekomendasikan agar instansi meningkatkan keterlibatan pegawai, menciptakan iklim organisasi yang kondusif, serta memberikan pengembangan karir yang jelas guna meningkatkan loyalitas pegawai. Peneliti selanjutnya disarankan untuk menambahkan variabel lain yang berpotensi memengaruhi loyalitas pegawai serta memperluas objek penelitian pada instansi atau organisasi yang berbeda.

Kata kunci: *Employee Engagement*, Beban Kerja, Iklim Organisasi, Pengembangan Karir, Loyalitas Pegawai.

ABSTACT

This research is motivated by the suboptimal employee loyalty at the Department of Cooperatives, Industry, and Trade of Bondowoso Regency, which is suspected to be influenced by employee engagement, workload, organizational climate, and career development. This study aims to analyze the influence of employee engagement, workload, organizational climate, and career development on employee loyalty. The study used a quantitative method with data collection techniques through questionnaires and analyzed using multiple linear regression. The results showed that employee engagement, organizational climate, and career development have a positive and significant effect on employee loyalty, while workload has no significant effect on employee loyalty. The results of the coefficient of determination indicate that employee loyalty can be explained by the variables of employee engagement, workload, organizational climate, and career development, while the rest is influenced by other variables outside the study. This study recommends that agencies increase employee engagement, create a conducive organizational climate, and provide clear career development to increase employee loyalty. Future researchers are advised to add other variables that have the potential to influence employee loyalty and expand the research object to different agencies or organizations.

Keywords: *employee engagement, workload, organizational climate, career development, employee loyalty*

