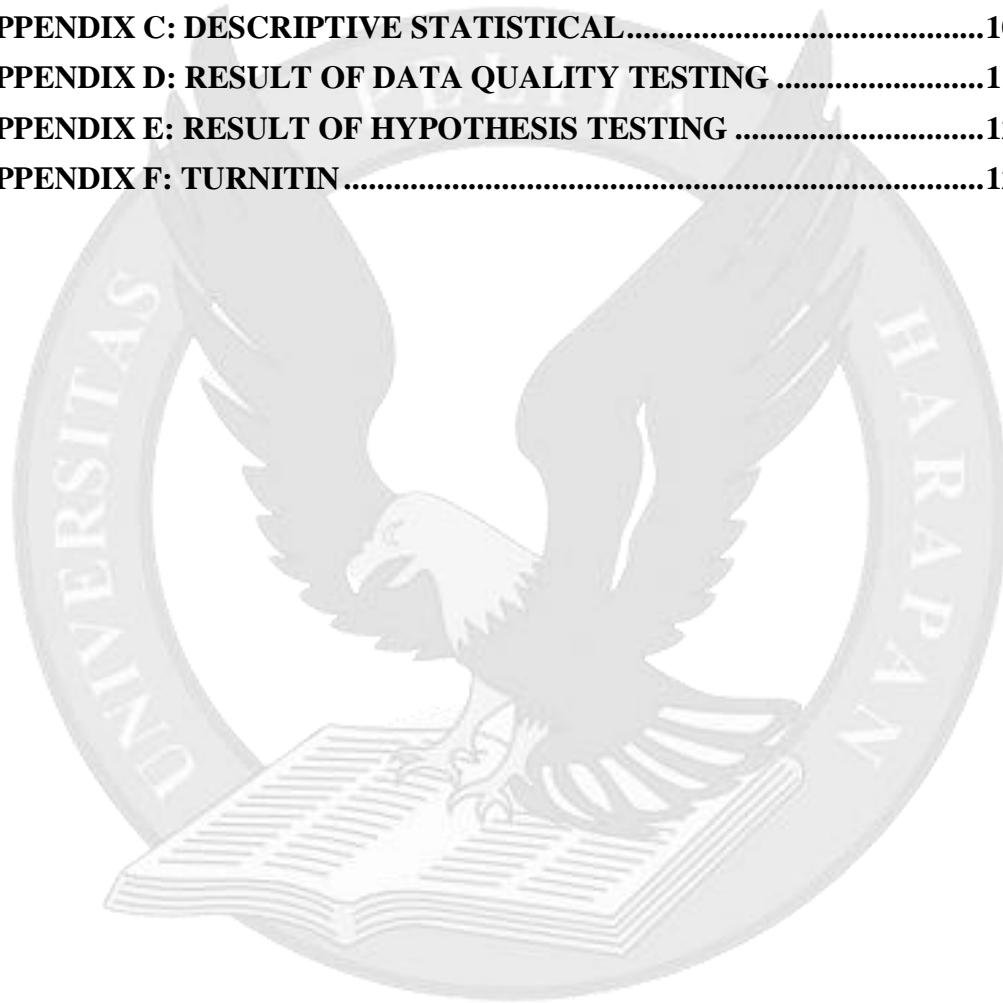


TABLE OF CONTENTS

FINAL ASSIGNMENT STATEMENT AND UPLOAD AGREEMENT	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR.....	iii
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE	iv
ABSTRACT.....	v
ABSTRAK.....	vi
PREFACE	vii
TABLE OF CONTENTS	ix
LIST OF FIGURES	xiii
LIST OF TABLES	xiv
CHAPTER 1 INTRODUCTION.....	16
10.1 Background of Study	16
10.2 Problem Limitation	9
10.3 Problem Formulation	9
10.4 Objective of Research	10
10.5 Benefit of Research.....	10
10.5.1 Theoretical Benefit.....	11
10.5.2 Practical Benefit.....	11
CHAPTER II LITERATURE REVIEW AND HYPOTHESIS.....	12
2.1 Theoretical Background	12
2.1.1 Human Resource Management	12
2.1.2 Job Training	16
2.1.3 Quality Of Work Life	18
2.1.4 Compensation	23
2.1.5 Employee Work Loyalty.....	25
2.1.6 Effect of Job Training Towards Employee Loyalty.....	26
2.1.7 Effect of Quality of Work Life Towards Employee Loyalty.....	27
2.1.8 Effect of Compensation Towards Employee Loyalty.....	27
2.2 Previous Research.....	28
2.3 Hypothesis Development	29
2.4 Research Model.....	31

2.5	Framework of Thinking	32
CHAPTER III RESEARCH METHODOLOGY		33
3.1	Research Design.....	33
3.2	Population and Sample.....	33
3.3	Data Collection Method.....	35
3.4	Operational Definition and Variable Measurement	37
3.5	Data Analysis Method	41
3.5.1	Descriptive Statistics.....	42
3.5.2	Research Instrument Test	42
3.5.3	Classical assumption Test	44
3.5.4	Multiple Linear Regression	45
3.5.5	Hypothesis Testing	47
CHAPTER IV.....		48
4.1.	General View of Hotel Khas Parapat.....	48
4.2.1.2	Overview of respondents by age.....	49
4.2.1.2.2	Overview of Employees of Hotel Khas Parapat as respondents by gender	50
4.2.1.3	Respondents' Responses.....	51
4.2.2	Analysis Descriptive Variable	59
4.2.2.1	Respondent description Hotel Khas Parapat.....	59
4.2.2.1.2	Respondent description on quality of work life.....	63
4.2.2.1.3	Respondent description on Compensation	66
4.2.2.1.4	Respondent description on Employee Loyalty	70
4.2.3	Classic Assumption Test.....	73
4.2.3.2	Multicollinearity Test	74
4.2.3.3	Heteroscedasticity Test	74
4.2.4	Inferential Statistic	75
4.2.4.2	Correlation Coefficient (R).....	77
4.2.4.3	Determination (R^2).....	77
4.2.5	Hypothesis Testing	79
4.2.5.2	T-Test	80
4.3	Discussion	81
4.3.2	The influence of quality of work life on employee loyalty	82
4.3.3	The influence of compensation on employee loyalty	82
CHAPTER V.....		84

1.1	Conclusion	84
1.2	Recommendation	84
1.2.2	Managerial Implication	85
1.2.3	Recommendation for Future Research	85
	REFERENCES.....	88
	APPENDIX A: QUESTIONNAIRE	92
	APPENDIX B: RESPONDENT'S ANSWER	106
	APPENDIX C: DESCRIPTIVE STATISTICAL.....	106
	APPENDIX D: RESULT OF DATA QUALITY TESTING	118
	APPENDIX E: RESULT OF HYPOTHESIS TESTING	120
	APPENDIX F: TURNITIN	123



LIST OF FIGURES

Figure 2. 1 Research Model.....	31
Figure 2. 2 Framework of Thinking	32
Figure 4. 1 Diagram of Respondents by Age.....	50
Figure 4. 2 Diagram of Respondents by Gender.....	51
Figure 4. 3 P-Plot of Normality Test Employee Loyalty	74
Figure 4. 4 Scatterplot Heteroscedasticity Test.....	75

LIST OF TABLES

Table 1. 1 Types And Numbers Of Participants In Training At The Parapat Khas Hotel.....	4
Tabel 1. 2 Recapitulation Of Employee Attendance At Hotel Khas Parapat For 2022-2024	7
Table 2. 1 Comparison Of Previous Research.....	28
Table 3. 1 Questionnaire Design.....	35
Table 3. 2 Operational Definition And Variable Measurement	37
Table 3. 3 Validity Test For The Variable Of Job Training.....	38
Table 3. 4 Validity Test For The Variable Of Quality Of Work Life.....	39
Table 3. 5 Validity Test For The Variable Of Compensation.....	40
Table 3. 6 Validity Test For The Variable Of Employee Loyalty.....	41
Table 3. 7 Results Of The Research Variable Reliability Test	42
Table 3. 8 Correlation Scale	46
Table 3. 9 Determination Scale	46
Table 4. 1 Respondents By Age.....	49
Table 4. 2 Respondents By Gender.....	50
Table 4. 3 Degree Of Assessment Of Each Variable	52
Table 4. 4 Respondents' Responses Towards Job Training.....	52

Table 4. 5 Respondents' Responses Towards Quality Of Work Life	54
Table 4. 6 Respondents' Responses Towards Compensation	56
Table 4. 7 Respondents' Responses Towards Employee Loyalty	58
Table 4. 8 Distribution Of Respondents' Responses On Job Training	60
Table 4. 9 Distribution Of Respondents' Responses On Quality Of Work Life	63
Table 4. 10 Distribution Of Respondents' Responses On Compensation.....	66
Table 4. 11 Distribution Of Respondents' Responses On Employee Loyalty	70
Table 4. 12 Kolmogorov Smirnov - Sample Kolmogorov Smirnov Test	73
Table 4. 13 Tolerance Value And VIF	74
Table 4. 14 Multiple Regression Testing Result.....	75
Table 4. 15 Coefficient Of Determination Output 1 (R^2).....	77
Table 4. 16 F- Test Output.....	79
Table 4. 17 T-Testing Output	80
Table 5. 1 Theoretical Implication	84