Productivity & Loyality Development Modelsasean Free Market Era by Managing a Quality System of Work, Work Development, Prizes and Education Innovations

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Abstract: This study aims to determine the significant influence Education & Training on work productivity, System of reward / reward *on work productivity, Quality of work life on work productivity* and self promotion & development on work productivity in order to create employee loyalty. The study population was employees of PT Pama Persada Nusantara Tanjung Tabalong, South Kalimantan Indonesia, as many as 2009 employees, a sample of 147 respondents using a selected purposive random sampling method. The technique used in SEM analysis research is with the help of the Amos 24 program to obtain conclusions about the conditions and results of the data obtained. Empirical testing conducted tests on hypotheses put forward with a quantitative approach. Through this approach, the research process is carried out in a structured manner and uses research samples in an amount that can be considered representative of the population under study. The method used is purposive sampling by determining the subjects to be given a list of questions with the criteria of respondents in the study. Data collection techniques are carried out by means of surveys and distributing questionnaires as a primary data collection tool and equipped with observation, interviews and documentation. The test results prove the existence of a strong relationship between independent variables and the dependent variable is the factor of education & training, reward & reward systems and promotion & self-development significantly influence work productivity, while the quality of work life factor has no significant effect on work productivity and promotion and factors work productivity has a significant effect and four variables of quality, reward and training have no significant effect on employee loyalty. Likewise, the product has a significant effect on employee loyalty.

Keywords: Quality of work life, productivity, employee loyalty

1. Introduction

The problem of work productivity and employee loyalty is a very important part of the company, so various studies are always carried out as scientific studies in various countries, also in Indonesia with considerable references.

Work productivity as an important part of a company, so that it is part of one solution to increase work productivity as well as (i) Education & Training will greatly play a role in increasing company work productivity. (Nitisemito, 2000) (ii) The reward system plays a role in motivating personnel in producing company performance by designing an award system that is able to foster a spirit of producing the best financial and non-financial performance (Putro, 2010) (HIDAYAT) (iii) Quality of Work Life management approaches are continually directed at improving work quality (Ayuningtyas, 2016), (Octaviani, 2009), (Cascio, 2018) (iv). Career development / self-development in the form of knowledge and abilities can be through four ways, namely education, promotion, transfer or recommendation / support from superiors (Harlie, 2012) (NUGRAHA, 2016) (v) With good work productivity so that the company will further develop, subsequently created its employees (Rahmat, 2017), (vi) Loyal customers or employees will increase revenue and create efficiency in the operation of the company (Rahmat, 2017).

With the development of theory and its application regarding employee productivity & loyalty, management systems are still weak, rewards are still weak, sometimes communication gaps occur between employees and leaders, work health factors still need improvement, there is still a need for safety guarantees. work so that worker misgivings can be minimized, the psychological potential complex still needs to be anticipated for the convenience of employees (Robbin, 2003) in (Hariandja, 2002), leadership placement is still not in accordance with modern management systems (Casio in Marwansyah, 2012) (Irawan et al., 2018).

Some solution steps are (i) the Company to pay more attention to the modern management system (ii) Implemented in a balanced manner between the reward and punishment system, the leadership to carry out open communication and often blend in with employees, the need for adequate health insurance, the need for work safety guarantees in terms of employees carry out their duties & obligations, periodically spiritual and religious guidance is needed so that employees can increasingly understand the importance of employee togetherness & solidarity.

Evaluation of several things that resulted from the application of the importance of steps that can improve work productivity and create employee loyalty so that the company can be aligned with companies in developed countries, so that competing with other companies are: (i) Improving the paradigm of thinking so that management implements more leadership open (ii). Gradually to improve the reward system and implement punishment (iii) The importance of communication without obstacles from the leadership. (iv) the importance of understanding employee health insurance. Likewise, work safety so that employees can increasingly understand the importance of developing & fostering cohesiveness & family systems so that goals are achieved.

Research on work productivity & employee loyalty including in Eastern Indonesia contributes to developing company studies in the context of regional development (i) The application of work productivity and employee loyalty theories has been carried out since the last few years in the company or in the Regional Government (ii) It is still very lacking if compared to other Asean countries from the number of studies conducted (iii) There are public demands about the importance of work productivity & employee loyalty which is getting higher. But its application with maximum results still needs time, but globally in developing countries has more and more rapidly developed.

Culture of work productivity & employee loyalty is related to the statement of experts that work productivity is a scientific comparison of the relationship between the amount produced and the amount of each source used which will then be related to employee loyalty, so it will be very interesting to be researched and developed in Indonesia, South Kalimantan. Does the labor productivity theory can be applied according to its initial concept or does it still require time to be able to be equal to the ASEAN countries that have already applied it.

Current research is to provide one of the standard solutions for company work productivity in Indonesia that will have a positive impact on employee loyalty.

Relating to Productivity is defined as the relationship between output (goods or services) and inputs (labor, materials, money).Sutrisno, Edy (2009). Next mentioned productivity is the relationship between the output or results of the organization with the input needed (Wibowo, 2010).Productivity according (Mondy, 2008: 45), is defined as the efficiency of the use of resources to produce output. Furthermore it can be said that productivity is a ratio related to output or output to one or more of these outputs. And more specifically productivity is the volume of goods or services that are actually used physically as well. There are several factors that determine the size of the productivity of an agency (Ambar, 2008), including: a. Knowledge (knowledge) b. Skills (skills) c. Abilities d. Attitude (habits) e. Behaviors (factors) Factors that affect productivity, especially in developing countries according to Dessler, are as follows: a. Humans Humans are seen as human resources can be divided into several parts, namely quantity, level of expertise, cultural setting, work structure, attitudes, interests, gender, abilities. b. Capital Especially fixed capital, for example: machinery, buildings, technological tools and raw materials (volume and standards). c. Process Workspace handling, raw material handling, machine handling, production planning and supervision, maintenance through prevention and technology. d. Production Quantity, quality, production space, organizational structure and production specialization. e. Organizational Environment Organizational and planning, management systems, working conditions, work climate, company goals related to company sustainability. f. Work Environment Economic and trade conditions, social and trade structures, social and political structures, long-term development goals, government economic policies. g. Internal Environment Conditions of international trade, investment, specialization of production, human resource migration policies. h. Wage Level Employee wage levels affect the level of achievement.

The productivity indicators according to Edy Sutrisno (2009) that to measure work productivity, indicators are needed namely:

1). Capability. Having the ability to carry out tasks.

2). Improve the results achieved. The result is one that can be felt by those who work or enjoy the results of the work.

3). Spirit at work. This is an attempt to be better than yesterday.

4). Self-development. Self development can be done by looking at the challenges and expectations with what will be faced.

5). Quality. Quality is the result of work that can show the quality of work of an employee.

6). Efficiency. Comparison between the results achieved and the overall resources used.

Education and training are very closely related to productivity. Education and training is one of the important aspects to increase work productivity. According Sutrisno (2009: 109) argues that: job training is intended to equip employees with the right skills and ways to use work equipment. For that work training is needed not only as a complement but at the same time to provide the basics of knowledge. Training is more focused on skills, because employees who are trained are expected to immediately be able to apply the results of training in their workplaces. Therefore the training method emphasizes more on practice than theory and the implementation time is shorter than in educational and development activities. From this definition it can be concluded that with practice it means that employees learn to do things right and right, and can minimize or leave the mistakes that have been made.

Training indicators according to Mangkunegara (2006: 46), including: 1. Instructor Considering that trainers are generally oriented to improving skills, the trainers chosen to provide training materials must really have adequate qualifications according to their fields, personal and competent, besides that education the instructor must be really good to do training. 2. Trainees must of course be selected based on certain requirements and appropriate qualifications. 3. Human resource training materials are materials or curricula that are in accordance with the objectives of human resource training to be achieved by the company and the training material must also be updated so that participants can understand the problems that occur in the current conditions. 4. The training method will better guarantee that effective human resource training activities will take place if they are in accordance with the type of material and components of the training participants. 5. Training Objectives are determined objectives, specifically related to the preparation of action plans and goal setting. 6. The training objectives must be determined with detailed and measurable criteria.

While awards are rewards in the form of money given to those who can work beyond a predetermined standard (Mahmudi, 2005).

One form of maintenance of human resources is the application of rewards. Because in reality, the thing that motivates employees to work is reward. Reward (reward) can trigger an increase in productivity because basically reward is one form of recognition given to employees who show extraordinary productivity or achievement. This reward does not have to be realized in financial form, such as incentives, bonuses, or benefits. Reward can also be in the form of praise or flattery as an expression of recognition of the achievements (Mahsun, 2006: 112). Likewise, according to Danim (2004: 43) that rewards are not only measured by material, but are also influenced by interactions between people and the scope of the organization. Employees know that rewards are closely related to their performance, so they will commit to performance implementation and have a sense of ownership of each action. Usually if employees are valued well for their performance, then they will develop a sense of achievement / fulfillment that will make them proud in their work and will create a sense of ownership which will ultimately increase work productivity (Mahsun, 2006: 96).

According to Wibowo (2009), that an environment with a high quality of work life is characterized by the following characteristics: a. Workers have the opportunity to influence decisions. b. Workers participate in problem solving. c. Workers get complete information about development in the organization d. Workers get constructive feedback e. Workers love being part of the team and increasing collaboration f. Workers feel that their work is meaningful and challenging g. Workers feel the security of job opportunities These characteristics are expected to increase employee productivity. In the end the increase in productivity leads to the development of a better quality of work life. One way is to humanize human resources in this case employees, through job enrichment and enriched sociotechnical work systems. Quality of work life (quality of worklife) consists of several indicators and overall makes the quality of work life very important in creating organizational productivity. According to Cascio (2003), there are nine indicators in the application of quality of work life, namely: employee participation, career development, conflict resolution, communication, occupational health, work safety, job security, proper compensation, and pride.

Furthermore Promotion is progress made as an employee on a better assignment, better referred to in terms of a more severe responsibility of dignity or higher status, better skills, and most importantly is the addition of salary or wages. Moekijat (2013: 101). Moekijat explained that the promotion obtained by an employee was seen as a progress. Where employees will have a better job and task achievement. Employees will accept higher responsibilities and duties. But this situation will be balanced with the acquisition of compensation in the form of salary and wages that are proportional to the responsibilities and duties carried out. According to Henry Simamora (2011: 587) the benefits of job promotions are as follows: 1. Job promotions allow companies to utilize employees' skills and abilities as high as possible. 2. Job promotions are often given to reward employees who perform very well. Employees who are valued for promotion will be motivated to give even higher performance if they feel that effective performance leads to promotion. Research shows that opportunities for job promotion and very high levels of job satisfaction correlate significantly. An effective employee promotion system can lead to greater organizational efficiency and a high level of employee morale.

Whereas loyalty is one of the things that cannot be bought with money. Loyalty can only be obtained, but cannot be bought. Getting loyalty from someone is not an easy job to do. Inversely proportional to the difficulty of getting it, eliminating one's loyalty actually becomes a very easy thing to do.

According to Kotler (2009), the notion of loyalty is:

"Commitments held in depth to buy or support products or services that are preferred in the future despite the influence of the situation and marketing efforts have the potential to cause customers to switch." Providing satisfaction to consumers is the main basis for creating consumer loyalty. According to Lovelock (2007), satisfaction and loyalty have a very close relationship which is divided into three zones, namely: Zone of***Defection***. It is a zone where consumer satisfaction is very low for a brand. Consumers in this zone have no loyalty at all and prefer to move to other brands even though the price is much more expensive. In addition, consumers in this zone can become "terrorists" against service providers because they can spread negative news by word of mouth to consumers or others. ***ZonaoIndifference***. It is a zone where consumer satisfaction is at the middle level. Consumers located in this zone will switch brands if they have a better alternative.***ZonaofAffection***.Is a zone where customer satisfaction is very high. Consumers located in this zone are very loyal and will not move to other brands even though other brands offer much cheaper prices.
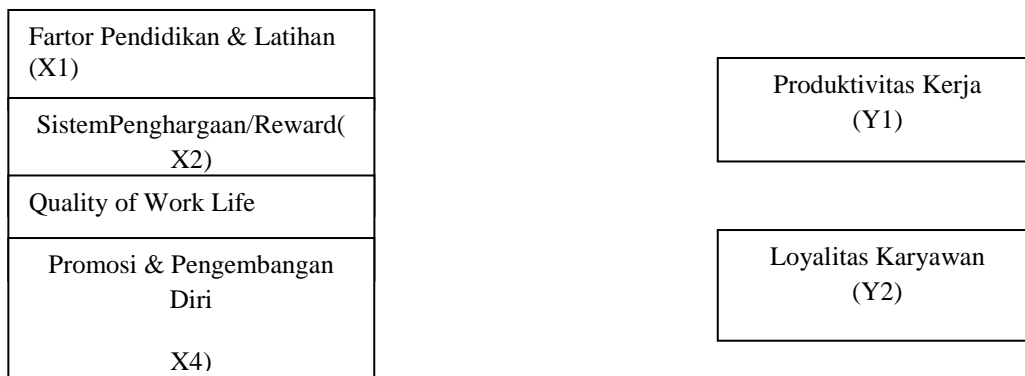
2. Methodology of

2.1 Research Locations The

Study was conducted in January-February 2019 at PT Pama Persada Nusantara Tanjung South Kalimantan, Indonesia in companies in the field of coal transportation and mining.

2.2 Identification of Research

Variables Variables used in research are: Education & Training Factors (X1), Reward Systems (X2), Quality Of Work Life (X3) and Personal Promotion & Development (X4), Work Productivity, (Y1) and Employee Loyalty (Y2).

| Fartor Pendidikan & Latihan (X1) |
| SistemPenghargaan/Reward(X2) |
| Quality of Work Life |
| Promosi & Pengembangan Diri X4) |

| Produktivitas Kerja (Y1) |
| Loyalitas Karyawan (Y2) |

Note: Influences Y1 & Y2
Image: 1: Conceptual Framework of research variables influences Y1 and Y2

2.3 Population and Sampling Techniques

According to Sugiono in (Ngasifudin and Salam, 2016) population is a generalization area consisting of objects / subjects have and certain characteristics determined by researchers to be studied and then drawn conclusions. If the population is multi-layered (stratified), then each stratum is taken proportionally according to its presentation. The population of this research is the entire employees of PT Pama Persada Nusantara Sub Contractors of PT Adaro Indonesia Tanjung Tabalong, South Kalimantan, Indonesia, as many as 2009 people. The number of samples made as many as 147 respondents, while the sampling technique used in the study was purposive sampling is sampling chosen based on certain considerations based on research objectives (Singarimbun and Effendi, 1981: 169).

2.4 Data Collection & Processing.

In this research, observation, making a questionnaire, study of literature and documentation at the relevant agencies. Data collection tool uses a questionnaire with closed questions, where alternative answers to questions have been provided. For scoring the answers to the questionnaire using a Likert scale. According to Sugiyono (2005) in (Ngasifudin and Salam, 2016), the Likert scale is used to measure the attitudes, opinions and

perceptions of a person or group of people about social phenomena. The scale contains five answer levels which are ordinal type scales.

2.5 Data Analysis Method

To determine the validity of the data used research instruments are needed are: Validity test to determine the extent to which a measuring device that measures what will be measured. If the measuring instrument is said to be scientifically correct (valid), then it can measure something that is true by the formula to test validity. (Sudjana, 2002).in (Fadli, 1987) Reliability testing is used to determine the consistency of research measuring instruments, so that the measuring instrument can be trusted if used more than once. Reliability and validity test by calculating the results of regression weights AVE value has a value exceeding loading ≥ 0.5 and CR value has ≥ 0.7, so if it exceeds the value 0.5 and 0.7 which means that overall all variables meet the validity and reliability . The normality test is done using a critical ratio value of ± 2.58 at a significance level of 0.01% (Ghozali, 2004) and that means the normality assumption is met and is worthy of further use. Research data is said to have an outlier if the p1 and p2 values are less than 5% and data containing outliers can affect the normality of the data.

The existence of multicollinearity and singulality can be determined through the value of the covariance matrix which is really small or close to zero. The Confirmatory Factor Analysis Test for these variables shows the collision of the variables with the values of the factors ,00.05, meaning that these variables are significant in contributing to form latent variables. Modification of the model is carried out in accordance with suggested software modifications (modification indices), namely connecting some constructs with covariance lines so that there are relationships between constructs. If the Good of Fit (GOF) Index of Cut Off Value results from the Modified Research Model does not meet GOF, then the model must be modified so that all indices meet the specified criteria.

Hypothesis testing is done by observing the CR and Sig values of the studied variables based on maximum likehood estimates by looking at the regression weights table, where we say a significant effect if the CR value of the variable is ≥1.96 and the probability <0.001. Correlation test to determine the strength and direction of the relationship between variables. Meanwhile, to find out the magnitude of the effect caused by the variable on other variables how much the contribution is done the effect test.

3.   Research Results

3.1 Overview of Respondents

Based on the results of data collection in the field, through collecting answers obtained from 147 selected respondents and returning, then obtained an overview of the characteristics of respondents (gender, education level, experience, marital status and age level) which are explained as follows : The sample consisted of 143 or 97% men and 4 or 3% women. The level of education consists of 13 or 8.7% SLTP / SMA / SLTA as many as 34 or 23.4%, DIII / D3, 59 or 40% S1 as many as 41 or 27.9%. Furthermore, from working period under 5 years 61 or 41.6%, 5-9 years 73 or 50%, 10-15 years 8 or 5.4%,> 15 years 3 or 3%. In terms of marital status consists of marriage 101 or 69% and not married as many as 46 or 31%.

3.2 Testing Validity and Reliability of Constructions

Validity test by calculating AVE and CR where AVE is worth ≥0.5, then the contract is said to be valid and the value of CR ≥0.7, then it is said to be reliable as the results of the study. According to the criteria of Gulford (1956) in (Widodo, 2006) that the reliability coefficient ranges from 0 to 1, the closer to 1 indicates the instrument is more reliable. While the opinion of Nugroho (In et al., 2000) variable is said to be good if it has a Cronbach's Alpha value> 0.60. in exploratory research, reliability between 0.5-0.6 is acceptable. (Nunally and Bernstein: 1994).

3.3 Normality Test.

Normality test is carried out using a critical rario value of ± 2.58 at a significance level of 0.01% (Ghozali, 2004). The results of the test of the test of linearity and linearity that all indicators have a value of cr does not exceed 2.58 so that the research data are met. Whereas for research data it is said to have an outlier if the value of p1 and p2 is less than 5% and data containing outliers can affect the normality of a data. From the results of the outlier test on the research data found 32 p1 data outlier values <0.05. To obtain normal research data, all data containing outliers must be removed for further SEM analysis. SEM analysis results there are 136 data whose values are more than> 0.05, so the results of the study are said to be normal.

3.4 Structural Equation Modeling The

Index model that still does not meet the GOP, so it is modified to meet the criteria. Modification of the model is connecting several constructs with covariance lines so that there is a relationship between constructs, so that according to the Goodness of Fit criteria are required as follows:

Goodnees of Fit (GOF)Index	Cut Off Value	Research Modified	Model Evaluation Model
Chi Sguare	Small	47,307	Small
Probability	≥ 0.05	1,000	Good
RMSEA	≤ 0.080≤ 0.080	0.0210.021	Good
GFIGFI	≥ 0.9≥ 0.9	0.9570.957	Good
AGFIAGFI	≥ 0.9≥ 0.9	0.9680.968	Good
TLITLI	≥ 0.95≥ 0.95	0.9710.971	Good
CFICFI	≥ 0.95≥ 0.95	0.9520.952	Good

Source: Processed from the results of the 2020 Goodness Of Fit evaluation criteria.

From the table above shows the Index of Goodness of Fit. After evaluation, it was found that all goodness of fit tests showed good results and that the model was in accordance with the data. Solomon, Ashamore, and Longo (1992). Thus according to theory and supported by facts, it means the model is the best to explain the interrelationships between variables.

3.3 Hypothesis Testing

The Influence Test is carried out by observing the CR and Sig values of the studied variables based on the maximum likelihood estimates by looking at the regression weights table, which is said to have a significant effect if the CR value of the variable is ≥1.96 and the probability <0.000. As the following table:

Table. Test Results Effect
(Regression Weights-Maximum Likelihood Estimates)

			Estimate	SE	CR	P	Conclusion
Loyalty	<---	Products	10,743	11,713	2,917	0.019 *	DeclineH0
Product	<---	Promotion	1,335	1,759	2,759	0.018 *	DeclineH0
Product	<---	Quality	-0.168	0.336	-0.502	0.616	AcceptH0
Product	<---	Reward	0.032	0.306	2.104	0.047 *	Reject H0
Product	<---	Training	0.169	0.098	2,225	0.035 *	Reject H0
Loyalty	<------ ---	Promotion	1.71.71.7	9,891 9,891	3,1723 ,172	0.004 *0.004 *	Reject H0Reject H0
LoyaltyLoyalty	<---<-- -	Quality	-2,822- 2,822	3,825 3,825	-0,738- 0,738	0.4610.46 1	Accept H0Thank H0
LoyaltyLoyalty	<<---	Reward	-0792	3123	-0253	0800	Thank H0
Loyalty	<---	Training	-1509	1544	-0977	0328	Thank H0

Note: Reject Ho: If P Di> 0.05 and CR values ≥1.96

Correlation. To determine the strength and direction of the relationship between variables, in this study there are 6 relationships between variables that are correlated with each other. (Attachment). Based on the table looks the relationship between variables Reward - quality and quality - promotion is the largest correlation compared to the relationship of other variables.

Effect Test. To find out the magnitude of the effect caused by the variable on other variables, a total efef test is performed with the results according to the following table:

Table. Test the Total Effect

	Promotion of	Quality	Reward	Training	Product	Loyalty
Product	1	-0168	0320	0169	0	0
Loyalty	12 443	-4631	-0449	0306	10 743	0

Based on the test results the total effect of the above, it appears that the promotion variable is the

variable with the largest contribution in giving effect to the variable product and loyalty, compared with other variables such as quality, reward and training.

4. Discussion

(i) Effect of education & training factors on work productivity.

From the results of research in which education & training which have indicators of increasing knowledge, increasing skills, developing attitudes, increasing work performance Notoatmodjo (2003) in (Sihite, 2012), have a significant effect on work productivity. This is because education & training (X1) has a CR value (2.225) $\geq$ 1.96 and a probability value (0.0.035) <0.05 so that Ho is rejected. . This shows that the education & training variable has a positive and significant effect on work productivity. Thus the first hypothesis (X1) has a significant effect on work productivity, meaning that work productivity is influenced by (X1) in terms of indicators of knowledge level, skills improvement, attitude development, work performance improvement. In other words the increase in work productivity is caused by education & training. These results are in accordance with previous studies such as Fitriana (2008) in (Ulfah and Rahardjo, 2013), Febri Wahyudi (2009) in (Hasibuan et al.) That Education & training have a significant effect on work productivity. These results are consistent with theories about education & training Sedarmayanti (2001) in (Sahangggamu and Mandey, 2015), Nitisemito (2000) that which affects work productivity is education & training. According to Sinungan, (2005) in (Fuanida, 2012) work productivity is a comparison between the expenditure loyalty at a certain time divided by the totality of inputs during that period.

(ii) The effect of a reward or reward system. Hypothesis test results prove that the reward or reward system has a positive & significant effect on work productivity. These results support the results of Mardiyah and Listianingsih's (2005) research showing that there is a positive and significant influence between the practice of implementing TQM and the measurement system on managerial performance. This is different from the results of the study of Suprantiningrum and Zulaikha (2003) which show that the interaction of TQM with the performance measurement system has no significant effect on managerial performance, as well as the research of Mulyanto, Christoporus (2013), Hudiwinarsih, Gunasti (2012) that compensation has a positive effect and significant to employee performance, according to theories about the compensation of Mulyadi and Setiawan (2001) Simamora (2004), Davis and Werther (1996) in Sigit (2010, (Jackson and Muthis, 2002).

(iii) Influence of Quality of Work Life (QWL) on work productivity Hypothesis test results prove that quality of work life has no significant effect on work productivity, because the value of CR (-0.502) <1.96 and probability (0.616> 0.05 so that Ho is accepted. These results are not in accordance with Wardah's research, A Ismawardani Putri Djumidah Maming (2013), Triani Oktaviani (2009) who also discussed the analysis of the relationship of Quality of Work Life factors with work productivity and also differ from the theories of Nawawi(2008), Robbin (2003) and Hasibuan, Malayu SP (2008) which states that work enthusiasm is the desire and sincerity of someone to do their work well and be disciplined to achieve maximum productivity. This result is also different from the theories put forward that Cascio (2006) in (Arifin, 2012) which states that Quality of Work Life is a set of conditions and practices of organizational goals such as: promotion policies, employee participation and safe working conditions will affect work productivity.

(iv) Effect of Promotion & Personal Development on Work Productivity. Hypothesis test results prove promotion & personal development have a positive and significant effect on work productivity. These results are not different from previous studies (JUWITA) (2016), (KAMBEY and SUHARNOMO, 2013) which concluded that self promotion & development had a positive & significant effect on work productivity. Personal Promotion & Development or Career development can be through 4 ways: Through education, Opportunities, Cooperation, Loyalty, Opportunities. Moenir (2013) in (Hidayat and Taufiq, 2012). Sunyoto (2012) in (Kurniawan, 2015), Marwansyah (2012) in (Febrianto et al., 2016), Sudarmayanti (2010 in (Malonda, 2013)) The better and more complete the promotion & personal development experience of an employee, the better & also the high performance of someone who certainly will have an impact on the level of productivity which is further expected to increase employee loyalty. (v) Effect of work productivity on employee loyalty with a CR (2,917) $\geq$1.96 and probability (0.019) <0.05 so Ho is rejected.Hypothesis test results prove work productivity has an effect on work loyalty. (vi) Effect of promotion on loyalty with CR (3,172) $\geq$1.96 and probability (0.004) <0.05 so that Ho is rejected. Hypothesis test results prove promotion has an effect on work loyalty. (vii) The influence of quality on work loyalty with CR (-0,735) <1.96 and probability (0.461)> 0.05 so that Ho is accepted. Hypothesis test results prove that quality does not significantly influence work loyalty. (viii) Effect of reward on work loyalty with CR (-0.235) <1.96 and probability (0.800)> 0.05 so that Ho is accepted. Hypothesis test

results prove reward does not have a significant effect on work loyalty. (Ix) The effect of training on work loyalty with CR (-0.977) <1.96 and probability (0.328)> 0.05 so that Ho is accepted. Hypothesis test results prove the training does not significantly influence work loyalty.

5.   Conclution

According to the results of the study it can be concludedas follows:

1. (i) Work productivity is influenced by education & training in terms of increasing knowledge, increasing skills, developing attitudes, improving work performance, this is because some employees already understand their duties and work or for employees newly occupying certain positions so that they feel the need to need education & training or training that is carried out directly related to / in accordance with the main tasks of their job functions. higher anyway.

(ii) Thus it will be able to reduce the potential for deviation by employees, so that the performance will be excellent according to the performance needed by the company.

(iii) Work productivity is influenced by quality of work life in terms of communication, occupational health, work safety, complex resolution, compensation and career development. (iv) Work productivity is influenced by promotion & personal development. Personal Promotion & Development or Career development is in terms of education, opportunities, cooperation, loyalty and opportunities. (v) The Board of Directors always provides opportunities for potential, insightful and high-performing human resources to have the widest possible career, so as to produce high work productivity, subsequently high employee loyalty will be achieved as well.

2. In terms of the contribution of recitals to the development of knowledge: An application of a good theory may not be carried out according to the original theory, for the situation of Indonesia should adapt to local conditions and situations.

3. Submission of limitation of resit

(i) This study has a limitation that the measurement of data using a questionnaire the accuracy of the answer depends on the opinion of each & / the availability and ability of the respondent, the lack of cooperatives of the company as the object of research in terms of researchers getting information about the data they have , so that research results cannot be published more optimally in the context of improving work productivity and employee loyalty. (ii) This study has limitations in the generalization of data, because this study is in accordance with existing variables or in accordance with existing objects. (iii) That the measurement of data using the questionnaire the accuracy of the answer depends very much on the opinion of each and the willingness and ability of the respondent, in addition to the questionnaire the use of the respondent's participation questionnaire is rather low. If combined questionnaires with the interview will result in a higher level of accuracy of the answers, even though this way requires more time.

4. Suggestions for future researchers . To obtain significant results, a good theory may not be applied in Indonesian conditions. For further researchers with qualitative and quantitative methods can be done to examine with different variables and or locations that are not the same.
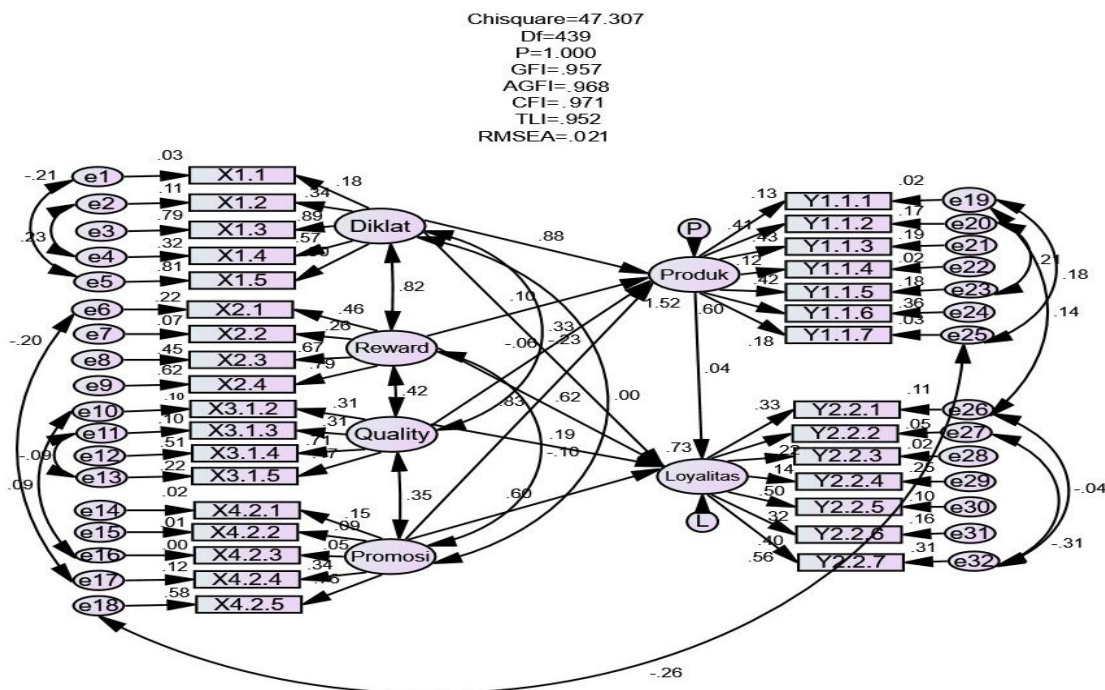
Berdasarkan model penelitian yang dimodefikasi, maka perbandingan hasil penelitian berdasarkan kriteria Goodness Of Fit Fit (GOF) yang disyaratkan untuk kesusaian model yang telah dimodifikasi pada uraian diatas, dan sesuai gambar di atas :

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