

ABSTRACT

JICHAN ZAIRAH M. NUR KARIM 2022 *Research purposes Based on the problems that have been stated above, the objectives of the research are: 1. To find out whether financial compensation has an effect on employee loyalty at PT. Rum Timur Raya Ternate City. 2. To find out whether financial compensation has an effect on employee commitment at PT. Ternate City East Rum 3. To find out whether organizational commitment affects organizational commitment at PT. Ternate City East Rum 4. To find out whether financial compensation has an effect on employee loyalty through organizational commitment as a mediating variable PT. Ternate City East Rum.*

The results of the study show that : 1. Financial compensation has a significant positive effect on employee loyalty 2. Employee loyalty affects organizational commitment 3. Financial compensation affects organizational commitment 4. Organizational commitment is able to mediate between financial compensation and employee loyalty at PT RUM Timur Raya