

## ABSTRACT

*The company prioritizes loyal human potential in order to achieve organizational goals. The meaning of this study is to analyze the effect of human resource development, incentives, and work environment on work loyalty. The population was found during this study, which were all the Departement of Agriculture and Food Security of East Java Province as 165 people. The total sample of 63 employees. Data analysis this researcher has chosen multiple linier regression, t test, along with the f test. After the results of t-test testing it can be concluded that (1) human resource development cannot significantly influence work loyalty (Y). (2) incentives can significantly influence work loyalty (Y). (3) th work environment can significantly influence work loyalty (Y), looking at a significance less than the level of significance. Based on the f-test it testing it is shown that independent  $X_1$ ,  $X_2$ , and  $X_3$  simultaneously influence the dependent Y.*

**Keywords:** *HR Development, Incentives, Work Environment, work Loyalty*

## ABSTRAK

Perusahaan memprioritaskan potensi manusia yang loyal demi memperoleh sasaran organisasi. Makna dari penelitian ini ialah menganalisis pengaruh Pengembangan SDM, Insentif dan Lingkungan Kerja Terhadap Loyalitas Kerja. Populasi terdapat selama penelitian ini yaitu keseluruhan pegawai Dinas Pertanian dan Ketahanan Pangan Provinsi Jawa Timur sebanyak 165 orang. Jumlah sampel sebanyak 63 orang pegawai. Analisis data peneliti ini telah memilih regresi linier berganda, uji t, beserta uji f. Setelah hasil pengujian uji-t diketahui penyimpulan bahwa (1) Pengembangan sumber daya manusia tidak dapat memengaruhi signifikan terhadap Loyalitas Kerja (Y). (2) Insentif dapat memengaruhi secara signifikan terhadap Loyalitas Kerja (Y). (3) Lingkungan Kerja dapat mempengaruhi secara signifikan terhadap loyalitas kerja (Y), melihat pada taraf batas signifikan kurang dari tingkat signifikansinya. Berdasarkan pengujian uji-f di tunjukkan bahwa independen  $X_1$ ,  $X_2$ , dan  $X_3$  secara bersamaan memengaruhi dependen (Y).

**Kata Kunci : Pengembangan SDM, Insentif, Lingkungan Kerja Loyalitas Kerja**