



**THE IMPACT OF EMPLOYEE ENGAGEMENT AND
SHIP ENVIRONMENT ON JOB SATISFACTION AND
EMPLOYEE LOYALTY: A CASE STUDY AT PT.XYZ**

UNDERGRADUATE THESIS

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PLAGIARISM REPORT

THE IMPACT OF EMPLOYEE ENGAGEMENT AND SHIP
ENVIRONMENT ON JOB SATISFACTION AND EMPLOYEE
LOYALTY A CASE STUDY AT PT.XYZ..

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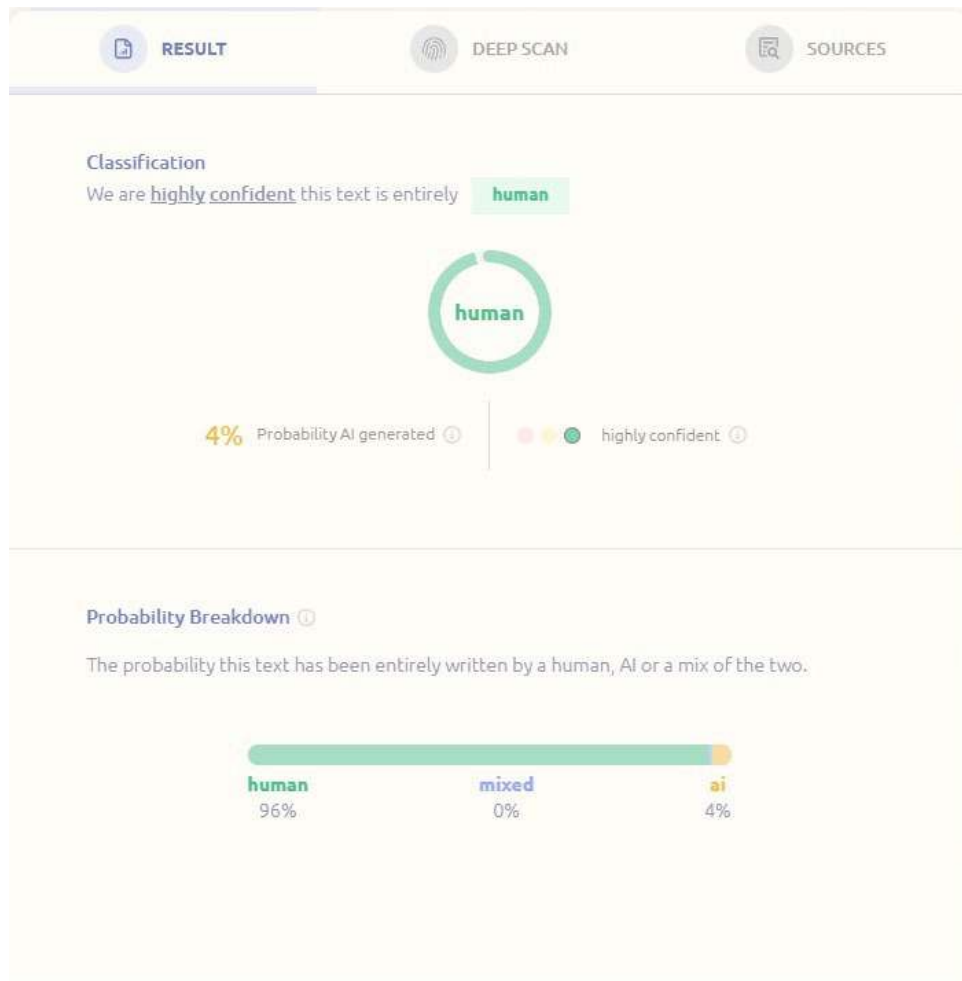


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ABSTRACT

The purpose of this study is to explore the variables that influence employee loyalty in PT. XYZ. With the focus on employee engagement, ship environment, and job satisfaction in the finding to address the issue regarding crew retention. The data was collected from a survey completed by 32 crew members using a quantitative method that applied PLS-SEM (Partial Least Squares Structural Equation Modeling). Despite the limitations of this study such as a small sample size and a focus on a single company, this study reveals that the Ship's environment has a significant impact on job satisfaction rather than Employee engagement. Moreover, Job satisfaction is a crucial factor in Employee loyalty. Accordingly, this study recommends that the company should understand the importance of enhancing a supportive and engaging environment and attempt to maintain a satisfied workforce, to have an increase in operational efficiency and employee loyalty.

Keywords: *Marine industry, Seafarers, Employee loyalty, Job satisfaction, Ship environment, Employee engagement.*