THE EFFECT OF WORK PLACEMENT, WORK EXPERIENCE, AND WORK ENVIRONMENT ON EMPLOYEE LOYALTY AT THE GORONTALO SEARCH AND HELP OFFICE

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ABSTRACT

KEYWORDS	
work placement; Human Resource Management; work loyalty	Human resource management is very important for government organizations in managing, regulating, and utilizing employees so that they can function productively, realizing an effective, quality and efficient work unit that is able to provide optimal services to the community requires the participation of all elements contained in the work unit. the. This study aims to determine the effect of work placement, work experience, and work environment on employee loyalty at the Gorontalo search and rescue office. The research method used is the Quantitative Research Method, according to Sugiyono (2010:65) Quantitative Research Methods can be interpreted as research based on the philosophy of positivism, used to examine certain populations or samples, research methods in the form of numbers and analysis using statistics. The results show that employee loyalty will increase if the Gorontalo Search and Rescue Office places employees according to their duties and functions. The results of this study indicate that employees in the Gorontalo Search and Rescue Office have been placed in appropriate positions. Although the initial findings of the researcher indicate that there are employees who are placed not according to the educational background completed, but from the results of this study it turns out that education is not the main benchmark for employees to be placed in a field, but employees are placed based on their knowledge, skills and abilities.

INTRODUCTION

Human resource management is very important for government organizations in managing, regulating, and utilizing employees so that they can function productively, realizing an effective, quality and efficient work unit that is able to provide optimal services to the community requires the participation of all elements contained in the work unit. the. The elements in question include the leadership, staff, administrative implementers, all of which are a unified whole that support each other. Each element, in addition to carrying out its main daily tasks, also performs other jobs that fall within the scope of its duties and responsibilities.

Employees who carry out their functions and duties well show employees who have a high level of loyalty to their agencies. On the other hand, to get a high level of employee loyalty, each agency is obliged to meet the needs of employees so that employees feel satisfied at work where their dedication to the agency feels appreciated. Work loyalty between one employee and another employee certainly has a variety of different levels of loyalty. Basically employee loyalty depends on the employee himself, but the agency must also have efforts so that employees have a high level of loyalty.

According to (Sari & Ardana, 2016) argues that loyalty from every employee is needed in an organization because it is an employee's mental attitude shown by a loyal attitude towards the organization even though the organization is in good or bad condition. The same thing was also stated by (Suhendi, Hendi, 2015) who stated that employee loyalty is shown by the commitment of employees within the company, organizational commitment can be formed due to several factors both from the organization and from the individual itself.

To establish the level of employee loyalty to the organization is not easy, because not all employees have a loyal attitude to the organization. Therefore, every organization must think about the factors that can create and affect employee loyalty. These factors consist of work placement, work experience, and work environment. According to Sophia (Purba, 2017: 22) that the factors that influence employee loyalty are employee placement and work experience. Meanwhile, according to (Alyani & Djastuti, 2017) suggests that the work environment is also an influential factor in creating the loyalty of every employee. A conducive work environment will provide a sense of security and allow employees to work optimally.

Improper placement of employees can result in hampered employee productivity, so that employees will work as little as possible or just make it a routine to come to the office every day. According to Sastrohadiwiryo (Kushendarto & Masdupi, 2015) work placement is a process.

Giving tasks and work to the workforce to be carried out according to the scope that has been set, and being able to account for all risks and possibilities that occur on the duties and work, authority, and responsibilities given.

Likewise, the work experience possessed by employees will be able to assist employees in carrying out their duties so as to increase their loyalty. An employee has high work loyalty if the employee has mastery of the job and the level of knowledge and skills, and vice versa if the employee is not loyal in his work it can occur because the employee lacks mastery of the job and the level of knowledge and skills (Putra & Adam, 2020).

Apart from placement and work experience, there is also a work environment that also affects employee loyalty. According to Aityan, (Putra & Adam, 2020) suggests that many factors affect employee loyalty, one of which is the work environment. The work environment is said to be good if employees feel at home in the company compared to outside the company so that they can carry out their work well.

The Gorontalo Search and Rescue Office is a non-ministerial government agency that reports directly to the President. The Gorontalo Search and Rescue Office has the task of assisting the president in carrying out government affairs in the search and rescue sector. Basarnas Gorontalo has a vision of "Creating a reliable, leading, and superior National SAR Agency in SAR services in the territory of the Republic of Indonesia". In an effort to achieve this vision, human resources, in this case employees, are an important factor in realizing the vision of the Gorontalo City Basarnas.

Based on the author's initial observations and interviews, it shows that the Gorontalo Search and Rescue Office does not yet have a rule to measure how loyal employees are to their work, which only measures performance. However, if you look closely at the loyalty of employees, it shows that there is a tendency for employees to have mediocre loyalty. The phenomenon related to employee loyalty as from the results of the interview can be seen from the lack of employee compliance with applicable work rules, it can be seen that there are still many employees who are relaxed in the office, as well as the employees who work in the terminal. Then, the responsibility of employees in the office who always procrastinate work, the work should be completed one day but done more than one day. Likewise with service where employees have not instilled in themselves that the Gorontalo City Basarnas Office is a state institution that prioritizes service over the interests of employees, moreover Basarnas is an institution that assists in search and rescue, but what happens is that employees have not been fully serious in contributing their energy and thoughts in do their job.

These problems are thought to be caused by the placement, experience, and work environment of the employees. In the Gorontalo Search and Rescue Office there are still

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employees who are not placed in their fields, as well as employees who do not have experience being assigned to do work in the field that they do not control. The same thing in a work environment that is not yet conducive to making employees work mediocre.

Based on the problems that have been stated above, loyalty is an important thing in realizing the function of the Gorontalo City Basarnas Office in providing services to the community. Therefore, the authors are interested in conducting research with the title "The influence of work placement, work experience, and work environment on employee loyalty at the Gorontalo Search and Rescue Office".

The purpose of this study was to obtain information about the magnitude of the effect of work placement (X1), work experience (X2), and work environment (X3) on employee loyalty (Y) at the Gorontalo Search and Rescue Office.

This research is expected to be able to broaden the understanding of management theories and science in the field of human resource management (HR), particularly with regard to issues that are the source of research, namely work placement, work experience, work environment, and employee loyalty.

METHOD RESEARCH

The research method used is the Quantitative Research Method, according to (Sugiyono, 2013) Quantitative Research Methods can be interpreted as research based on the philosophy of positivism, used to examine certain populations or samples, research methods in the form of numbers and analysis using statistics. Meanwhile, the approach used in this research is survey research, where survey research is used to explain causal relationships and test hypotheses. This study takes a sample from a population and uses a questionnaire as the main data collection tool. Meanwhile, according to Sugiyono (2010:68) the survey method is a research method carried out by large and small populations, but the data studied are data from samples taken from the population, and the relationships between sociological and psychological variables.

Information from part of the population is collected directly at the scene empirically, with the aim of knowing the opinions of some of the population towards the object being studied, where the unit of analysis is the individuals in the research object area who all have the same opportunity to be selected.

RESULTS AND DISCUSSION

Research result

1. **Descriptive Characteristics of Respondents**
   a. Gender

From the results of the research that has been done, the number of respondents based on gender can be seen in the following table:

Table 1
Distribution of Respondents by Gender

GENDER	NUMBER	PRESENTASE (%)
Man	30	63.8
Woman	17	36.2
AMOUNT	**47**	**100**

Source: Data processed, 2022

From the table above, it can be shown that there are more male employees than female employees, which indicates that male employees are more needed in carrying out their duties at the Gorontalo Search and Rescue Office.

b. Respondent Age

From the results of the research that has been done, the number of respondents based on age can be seen in the following table:

Table 2
Distribution of Respondents by Age

AGE	AMOUNT	PERSENTASE (%)
17 - 25 Age	5	10.6
26 - 35 Age	21	44.7
36 - 45 Age	14	29.8
> 45 Age	7	14.9
AMOUNT	**47**	**100**

Source: Data processed, 2022

From the table above, it can be shown that the employees who work the most at the Gorontalo Search and Rescue Office are aged 26-35 years, which shows that employees at that age are in the adult category, where in work they prioritize loyalty and are more serious about their work.

c. Respondent's Education

From the results of the research that has been done, the number of respondents based on positions can be seen in the following table:

Table 3
Distribution of Respondents Based on Education

EDUCATION	AMOUNT	PERSENTASE (%)
SLTA/SMK/MA	37	78.7
Diploma III	3	6.4
Bachelor degree (S1)	7	14.9
Level Two (S2)	1	2.1
AMOUNT	**47**	**100**

Source: Data processed, 2022

From the table above, it can be shown that the employees who work the most are employees with graduates or levels of high school/vocational/MA. This shows that there are still many employees who have a secondary education level who work at the Gorontalo Search and Rescue Office. The level of secondary education can affect the level of employee loyalty at work.

d. Respondents Working Length

From the results of the research that has been done, the number of respondents based on years of service can be seen in the following table:

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Table 4
Distribution of Respondents Based on Length of Work

LENGTH OF WORKING	AMOUNT	PRESENTASE (%)
1 - 5 Tahun	17	36.2
6 - 10 Tahun	18	38.3
11 - 25 Tahun	12	25.5
AMOUNT	**47**	**100.0**

Source: Data processed, 2022

From the table above, it can be shown that the most employed employees have 6-10 years of service. This can be interpreted that with long working employees show employee loyalty to their work. The length of work also shows the experience that many employees have with the work carried out in the office.

2. Descriptive Characteristics of Research Variables

All independent variables that become the object of research are expected to be able to influence employee work loyalty at the Gorontalo Search and Rescue Office. The following will present an overview of the results of the tabulation of data or variables that are the object of research and the score interpretation criteria as follows:

Highest score total 5 x 1 x 47 = 235
Low score count 1 x 1 x 47 = 47

Scale range $\frac{235-47}{5}$ = 37,6 / 38

Table 5
Score Interpretation Criteria

SCORING RANGE	CRITERIA
47 - 88	Very low
89 – 124	Low
125 – 163	Currently
164 – 202	High
203 – 241	Very high

Source: Data processed, 2022

The following will present an overview of the results of the tabulation of data or variables that are the object of research. Based on the data collected from 47 respondents who were designated as samples, the data can be tabulated as in the following table:

e. Work Placement (X1)

Based on the results of the tabulation of data obtained values for each indicator of the work placement variable (X1) according to respondents' reviews as follows:

Table 6
Respondents' Responses About Work Placement (X1)

WEIGHT	ITEM								
	X1.1			X1.2			X1.3		
	F	Skor	%	F	Skor	%	F	Skor	%
1	0	0	0.0	0	0	0.0	0	0	0.0
2	2	4	4.3	0	0	0.0	1	2	2.1
3	4	12	8.5	1	3	2.1	2	6	4.3
4	11	44	23.4	15	60	31.9	12	48	25.5
5	30	150	63.8	31	155	66.0	32	160	68.1
∑	**47**	**210**	**100**	**47**	**218**	**100**	**47**	**216**	**100**
Category	Very high			Very high			Very high		

Source: Data processed, 2022

Based on the table above, it can be seen that of the 47 respondents who were studied in general, the respondents' perceptions of the statement items on the work placement variable were in the very high category. This shows that the placement of employees in the Gorontalo Search and Rescue Office has been placed in accordance with the knowledge, skills and abilities of the employees.

f. Work Experience (X2)

Based on the results of the tabulation of data obtained values for each indicator of the work experience variable (X2) according to respondents' reviews as follows:

Tabel 7
Respondents' Responses About Work Experience (X2)

WEIGHT	ITEM								
	X2.1			X2.2			X2.3		
	F	Skor	%	F	Skor	%	F	Skor	%
1	0	0	0	0	0	0	0	0	0
2	0	0	0.0	0	0	0.0	0	0	0.0
3	5	15	10.6	5	15	10.6	3	9	6.4
4	13	52	27.7	16	64	34.0	16	64	34.0
5	29	145	61.7	26	130	55.3	28	140	59.6
∑	**47**	**212**	**100**	**47**	**209**	**100**	**47**	**213**	**100**
Category	Very High			Very High			Very High		

Source: Data processed, 2022

Based on the table above, it can be seen that of the 47 respondents who were studied in general, the respondent's perception of the statement items on the work experience variable was in the very high category. This shows that employees who work at the Gorontalo Search and Rescue Office have experience in accordance with the field they are working on, which can be seen from the years of service, knowledge and skills, as well as employee mastery of their work.

g. Work environment

Based on the results of the tabulation of data obtained values for each indicator of the work environment variable (X3) according to respondents' reviews as follows:

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Table 8
Respondents' Responses About Work Environment (X3)

WEIGHT	ITEM								
	X3.1			X3.2			X3.3		
	F	Skor	%	F	Skor	%	F	Skor	%
1	0	0	0	0	0	0	0	0	0
2	0	0	0.0	0	0	0.0	0	0	0.0
3	7	21	14.9	5	15	10.6	4	12	8.5
4	14	56	29.8	14	56	29.8	14	56	29.8
5	26	130	55.3	28	140	59.6	29	145	61.7
∑	47	207	100	47	211	100	47	213	100
Category	Very High			Very High			Very High		

WEUGHT	ITEM					
	X3.4			X3.5		
	F	Skor	%	F	Skor	%
1	0	0	0	0	0	0
2	0	0	0.0	0	0	0.0
3	3	9	6.4	5	15	10.6
4	7	28	14.9	20	80	42.6
5	37	185	78.7	22	110	46.8
∑	47	222	100	47	205	100
Category	Very High			Very High		

Source: Data processed, 2022

Based on the table above, it can be seen that of the 47 respondents who were studied in general, the respondents' perceptions of the statement items on the work environment variable were in the very high category. This shows that the Gorontalo Search and Rescue Office has a conducive work environment, which can be seen from the state of the workplace, workplace air regulation, workplace lighting arrangements, use of work equipment, physical and mental conditions of employees.

h. Employee loyalty

Based on the results of the data tabulation, the value for each indicator of the employee loyalty variable (Y) according to the respondents' reviews is as follows:

Table 9
Respondents Response Employee loyalty (Y)

WEIDGHT	ITEM											
	Y1.1			Y1.2			Y1.3			Y1.4		
	F	Skor	%	F	Skor	%	F	Skor	%	F	Skor	%
1	1	0	0	0	0	0	0	0	0	0	0	0
2	1	2	2.1	2	4	4.3	0	0	0.0	0	0	0.0
3	6	18	12.8	7	21	14.9	7	21	14.9	1	3	2.1
4	9	36	19.1	8	32	17.0	10	40	21.3	13	52	27.7
5	30	150	24.3	30	150	24.3	30	150	63.8	33	165	70.2
∑	47	204	100	47	207	100	47	211	100	47	220	100
Category	Very high			Very high			Very high			Very high		

Source: Data processed, 2022

Based on the table above, it can be seen that of the 47 respondents who were studied in general, the respondents' perceptions of the statement items on the employee loyalty variable were in the very high category. This shows that employees working at the Gorontalo Search and Rescue Office have a high level of loyalty to their work, which can be seen from obedience to rules, responsibility, dedication, and honesty.

3. **Validity and Reliability Test Results**

The list of questions or questionnaires is primary data that is very supportive in the implementation of research. Therefore, it is necessary to test the validity to find out whether the list of statements that have been prepared can measure the variables to be measured. Validity test is done by calculating the correlation between each list of statements with the total score.

Reliability test is conducted to determine whether the measuring instrument used is feasible (trustworthy). The test can be done by looking at the Cronbach's Alpha value in the reliability test output. Testing this research instrument both in terms of validity and reliability of 47 respondents.

1) Test the Validity and Reliability of Work Placement Variables

The results of testing the validity and reliability of the work placement variable (X1) can be seen in the following table:

Table 10
Work Placement Validity and Reliability Test Results (X1)

ITEM	VALIDITY TEST			RELIABILITY TEST	
	r Hitung	r table	Description	ALPHA	Description
X1.1	0.632	0,287	Valid		
X1.2	0.582	0,287	Valid	0.762	> 0,6 = reliable
X1.3	0.639	0,287	Valid		

Source: Data Processed 2022

Table 10 above explains that all statement items for the work placement variable (X1) all instruments show valid and reliable results. This decision was taken because the value of the correlation coefficient r Count for all items > r table (0.287) can be seen in (attachment to the distribution of table r). While the alpha coefficient is 0.762 > 0.6, thus meaning that all statement items for the work placement variable are valid and reliable.

2) Test the Validity and Reliability of Variables Work experience

The results of testing the validity and reliability of the work experience variable (X2) can be seen in the following table :

Table 11
Validity and Reliability Test Results Work Experience (X2)

ITEM	UJI VALIDITAS			UJI RELIABILITAS	
	r Hitung	r table	KET	ALPHA	KET
X2.1	0.598	0,287	Valid		
X2.2	0.612	0,287	Valid	0.663	> 0,6 = reliable
X2.3	0.559	0,287	Valid		

Source: Data Processed 2022

Table 11 above explains that all statement items for the work experience variable (X2) all instruments show valid and reliable results. This decision was taken because the value of the correlation coefficient r Count for all items > r table (0.287) can be seen in (attachment to the distribution of table r). While the alpha coefficient is 0.663 > 0.6, thus meaning that all statement items for the work experience variable are valid and reliable.

3) Test the Validity and Reliability of the Work Environment

The results of testing the validity and reliability of the work environment variable (X3) can be seen in the following table:

Table 12
Work Environment Validity and Reliability Test Results (X3)

ITEM	VALIDITY TEST			RELIABILITY TEST	
	r Count	r table	Description	Alpha	Description
X3.1	0.670	0,287	Valid		
X3.2	0.538	0,287	Valid		
X3.3	0.507	0,287	Valid	0.801	> 0,6 = reliable
X3.4	0.408	0,287	Valid		
X3.5	0.420	0,287	Valid		

Source: Data Processed 2022

Table 12 above explains that all statement items for the work environment variable (X3) all instruments show valid and reliable results. This decision was taken because the value of the correlation coefficient r Count for all items > r table (0.287) can be seen in (attachment to the distribution of table r). While the alpha coefficient is 0.801 > 0.6, thus meaning that all statement items for the work environment variable are valid and reliable.

4) Test the Validity and Reliability of Employee Loyalty Variables

The results of testing the validity and reliability of the employee loyalty variable (Y) can be seen in the following table:

Table 13
Validity and Reliability Test Results Employee loyalty (Y)

ITEM	VALIDITY TEST			RELIABILITY TEST	
	r Hitung	r table	Description	ALPHA	Description
Y1.1	0.748	0,287	VALID		
Y1.2	0.798	0,287	Valid		> 0,6 = RELIABLE
Y1.3	0.741	0,287	Valid	0.733	
Y1.4	0.759	0,287	Valid		

Source: Data Processed 2022

Table 13 above explains that all statement items for the employee loyalty variable (Y) all instruments show valid and reliable results. This decision was taken because the value of the correlation coefficient r Count for all items > r table (0.287) can be seen in (attachment to the distribution of table r). While the alpha coefficient is 0.733 > 0.6, thus meaning that all statement items for the employee loyalty variable are valid and reliable.

4. Statistical Data Analysis

To find out the effect of work placement, work experience, and work environment on employee loyalty at the Gorontalo Search and Rescue Office, the following analysis of the statistical results will be presented. The results of the analysis will determine whether

the independent variables (independent) can be determinants of the dependent variable. The results of the data processing of the causal relationship framework between X1, X2, and X3, to Y can be made through the following structural equation:

$$Y = 0.297X_1 + 0.372X_2 + 0.292X_3 + 0.445\varepsilon$$

To find out the relationship between variables, it can be seen from the picture below:
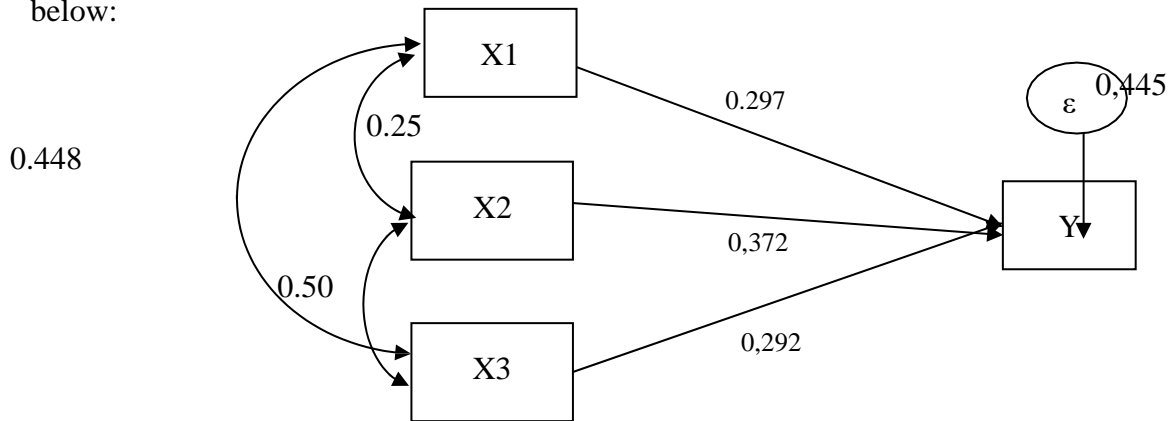

Image 1
Relationship between Variables and Direct Effect

The results of the path analysis above show the relationship between variables, where the relationship between work placement (X1) and work experience (X2) is 0.255 with a low or weak relationship level. The relationship between work placement (X1) and the work environment (X3) is 0.448 with a fairly high or moderate level of relationship. The relationship between work experience (X2) and the work environment (X3) is 0.504 with a fairly high or moderate level of relationship. While the results of the path analysis of the influence of the independent variable on the dependent variable can be seen in the following table :

Table 14
Path Coefficient, Direct Effect, Total Effect and Effect of X1, X2, X3 Simultaneously and Partially on Employee Loyalty (Y)

VARIABEL	KOEFISIEN JALUR	LANGSUNG	PENGARUH TIDAK LANGSUNG MELALUI			TIDAK LANGSUNG	TOTAL
			X1	X2	X3		
X1	0,297	0,88	-	0,028	0,039	0,066	0,154
X2	0,372	0,138	0,028	-	0,054	0,082	0,22
X3	0,292	0,085	0,039	0,054	-	0,093	0,18
X1,X2,X3							**0,555**

Source: 2022 data processing results

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5. **Hypothesis Testing**

Table 15
Test Estimation Results and the Amount of Effect of Variable X on Y

INFLUENCE BETWEEN VARIABLE		GIS VALUE	Alpa (α)	DECISION	CONCLUSION
Y	X1,X2,X3	0,000	0,05	Sigmifikan	Diterima
Y	X1	0,012	0,05	Sigmifikan	Diterima
Y	X2	0,003	0,05	Sigmifikan	Diterima
Y	X3	0,027	0,05	Sigmifikan	Diterima

1. Work Placement (X1), Work Experience (X2), and Work Environment (X3) Simultaneously Have a Positive and Significant Effect on Employee Loyalty (Y) at the Gorontalo Search and Rescue Office.

    The results of the Fcount test show the results of 17,894 while the Ftable is 2,820 with a significant level of 0.000. Based on the F test, it shows that Fcount > Ftable (17.894 > 2.820) and a significant level of 0.000 < = 0.05. From the processed data, the sig F value is 0.000 with a probability value of 0.05. Because the value of sig is smaller than the probability value of 0.05. So the hypothesis which states that work placement (X1), work experience (X2), and work environment (X3) simultaneously have a positive and significant effect on employee loyalty (Y) at the Gorontalo Search and Rescue Office, is accepted.

2. Work Placement (X1) Partially Positive and Significant Effect on Employee Loyalty (Y) at the Gorontalo Search and Rescue Office.

    The results of the processed data obtained that work placement (X1) has a coefficient value of 0.297 or 29.7% with a sig value of 0.012, then compared with a probability value of 0.05, it turns out that the probability value is 0.05 greater with a sig probability value or (0.012 < 0.05). So the hypothesis which states that work placement (X1) partially has a positive and significant effect on employee loyalty (Y) at the Gorontalo Search and Rescue Office, is accepted.

3. Work Experience (X2) Partially Positive and Significant Influence on Employee Loyalty (Y) at the Gorontalo Search and Rescue Office.

    The results of the processed data obtained by experience (X2) has a coefficient value of 0.372 or 37.2% with a sig value of 0.003, then compared with a probability value of 0.05, it turns out that the probability value of 0.05 is greater than the probability value of sig or (0.003 < 0.05). So the hypothesis which states that work experience (X2) partially has a positive and significant effect on employee loyalty (Y) at the Gorontalo Search and Rescue Office, accepted.

4. Work Environment (X3) Partially Positive and Significant Influence on Employee Loyalty (Y) at the Gorontalo Search and Rescue Office.

    The results of the processed data obtained that the work environment (X3) has a coefficient value of 0.292 or 29.2 with a sig value of 0.027, then compared with a probability value of 0.05, it turns out that the probability value of 0.05 is greater than the probability value of sig or (0.027 < 0.05). So the hypothesis which states that the work environment (X3) partially has a positive and significant effect on employee loyalty (Y) at

the Gorontalo Search and Rescue Office, is accepted.

Work Placement (X1), Work Experience (X2), and Work Environment (X3) Simultaneously Have a Positive and Significant Influence on Employee Loyalty (Y) at the Gorontalo Search and Rescue Office.

The results of this study indicate that employee loyalty at the Gorontalo Search and Rescue Office will increase if employees are placed according to their abilities, skills and knowledge. Likewise, the experience possessed by employees makes employees loyal to their work. In addition, a conducive environment makes employees feel at home working and ultimately makes employees loyal. This is confirmed from the results of the distribution of respondents' answers where, work placement, work experience, and work environment are in the very high category.

The high simultaneous effect is because it can be seen from the work placement that is in accordance with the employee's job, where employees are placed based on their knowledge, employees are placed based on their skills, and employees are placed based on their abilities. In addition, employees have adequate work experience in carrying out their work, where employees who have worked for a long time have high experience, employees who have good knowledge and skills make employees more experienced in their work, and experienced employees have high mastery of work. Then, the work environment that also affects the high level of employee loyalty, where workplace conditions make employees feel at home working, workplace air settings make employees more comfortable working, lighting in the workplace is arranged as well as possible to make employees comfortable working, employees are able to use work equipment in the office, and employees have good mental and physical conditions at work.

The results of this study are in line with what was stated by Hariandja (Cahyati, 2018) that job placement is a process of placing (filling) tasks or the process of appointing new staff / positions in various positions. This placement may be in the form of the first assignment for a newly recruited employee, but it can also be done through promotion, transfer, reduction, or termination of employment.

According to Foster (Masyichah, 2016), work experience is a measure of work or the length of time a person understands the responsibilities of a job. An employee with work experience will help the company work effectively to achieve its goals. Meanwhile, according to Manulang (Sasongko, 2018), work experience is the creation of knowledge or skills about how to work because of the involvement of employees in carrying out work.

According to Andrew Sikula (Kushendarto & Masdupi, 2015) that a good work environment will ensure personal well-being and raise employee morale for good job performance. In addition, employees will be happier and more comfortable at work if the existing facilities are clean, quiet, with adequate ventilation, as well as adequate and up-to-date equipment. Almost the same opinion was stated by David McClelland (Kushendarto & Masdupi, 2015) that supportive working conditions are defined as "employees' concern for the work environment both for personal comfort and to facilitate doing tasks well".

The results of this study are also in line with the results of (Masyitah et al., 2022) which suggests that employee placement, work experience and work environment affect employee loyalty.

Work Placement (X1) Partially Positive and Significant Effect on Employee Loyalty (Y) at the Gorontalo Search and Rescue Office.

The results show that employee loyalty will increase if the Gorontalo Search and Rescue Office places employees according to their duties and functions. The results of this

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study indicate that employees in the Gorontalo Search and Rescue Office have been placed in appropriate positions. Although the initial findings of the researcher indicate that there are employees who are placed not according to the educational background completed, but from the results of this study it turns out that education is not the main benchmark for employees to be placed in a field, but employees are placed based on knowledge, skills and abilities. This is in accordance with the results of the distribution of respondents' answers where the job placement variable questions are in the very high category, namely employees are placed based on their knowledge, employees are placed based on their skills, and employees are placed based on their abilities. In addition, if you look at the level of education of employees, most of the employees who work have a bachelor's level of education (S1), which means that the Gorontalo Search and Rescue Office places employees based on the knowledge, skills and abilities shown by the education level of the employee.

The results of this study are in line with the theory put forward by Bernardin and Russell (Cahyati, 2018) that job placement refers to the knowledge possessed by employees, skills to do the work of employees, and work ability in carrying out various tasks in their work. In addition, (Hasibuan, 2005) also stated that the placement must be based on job descriptions and principles and based on job specifications. Putting the right person in the right place and placing the right person in the right place or The right man in the right place and the right man behind the right job. The principle of proper placement for employees to work in accordance with their respective expertise/profession must be implemented. With the right placement, morale, work mentality and work results will achieve the best results, even employee creativity and initiative can grow. Meanwhile, according to (Sastrohadiwiryo & Syuhada, 2021), job placement is the ability to give tasks to workers who have passed the selection as determined by the organization and are responsible for all risks and opportunities that arise. regarding duties and activities, authorities and responsibilities.

The results of this study are also in line with the results of research conducted by (Paratama et al., 2013), where the results of the research show that the variable of job placement has a significant effect on employee loyalty.

Work Experience (X2) Partially Positive and Significant Influence on Employee Loyalty (Y) At the Gorontalo Search and Rescue Office.

The magnitude of the effect of work experience (X2) partially on employee loyalty (Y) at the Gorontalo Search and Rescue Office, where if work experience is increased by 1 (one) unit, employee loyalty will increase. This means that work experience has a positive and significant effect on employee loyalty. In addition, work experience is a variable that has the highest influence on employee loyalty compared to other variables.

The high influence of work experience on employee loyalty shows how important employee experience is in carrying out the tasks given in achieving the vision and mission of the Gorontalo Search and Rescue Office. This can be proven from the characteristics of the respondents, where most of the employees who work in the Gorontalo Search and Rescue Office have a working period of 5 years and above, meaning that most employees have experience in working as seen from the length of work. In addition, it can also be seen from the distribution of respondents' answers, where the statement items from the work experience variable are in the high category, meaning that employees with long tenure of employees can understand the responsibilities of a job and do it well. Knowledge and skills employees are better able to understand and apply knowledge to job responsibilities. Mastery of work is more about how employees apply work methods.

This is in line with the theory put forward by Foster (Sasongko, 2018) that the employee's work experience is determined from the length of time / tenure of the employee, the level of knowledge and skills of the employee, and the mastery of the employee's work. Meanwhile, according to Sophia (Purba, 2017) employee work experience has a significant influence on employee loyalty to the organization. Employees who have worked for several years and employees who have worked for decades in the organization certainly have different levels of loyalty.

According to Foster (Masyitah et al., 2022), work experience is a measure of work or the length of time a person understands the responsibilities of a job. An employee with work experience will help the company work effectively to achieve its goals. Meanwhile, according to Manulang (Sasongko, 2018), work experience is the creation of knowledge or skills about how to work because of the involvement of employees in carrying out work.

The results of this study are also in line with the results of research proposed by Masyichah, (2016) which suggests that the work experience variable affects employee loyalty.

Work Environment (X3) Partially Positive and Significant Influence on Employee Loyalty (Y) At the Gorontalo Search and Rescue Office.

The magnitude of the influence of the work environment (X3) partially on employee loyalty (Y) at the Gorontalo Search and Rescue Office, where if the work environment is increased by 1 (one) unit, employee loyalty will increase. This means that the work environment has a positive and significant effect on employee loyalty. In addition, the work environment has a low influence compared to other variables.

The low influence is due to the state of the workplace where all employees are in one office and do not have other office units so that the workplace becomes crowded because of many employees. Then, setting the workplace air using a cooler or air conditioner so that the air circulation that enters the room is not optimal. In addition, the lighting arrangements in the workplace are adequate with the support of windows that contain brighter lighting entering the room. The use of work equipment, of course, in the Gorontalo Search and Rescue Office, all work equipment is available and used when on duty when there are reports from the public in the event of a disaster or something unwanted. Likewise with the physical and mental conditions of employees who are part of the work environment, where employees have good physical and mental conditions in carrying out their duties, especially when disasters and disasters occur in the community such as drowning, missing people and floods.

The results of this study are in line with the theory put forward by Hemsath and Yerkes (Alyani & Djastuti, 2017) that the work environment is also an influential factor in creating the loyalty of every employee. The work environment is conditioned by the physical structure of the operation and its specific nuances. A comfortable work environment will provide a sense of security and allow employees to work optimally. The workplace can also affect how employees feel. If employees are happy with their working conditions, they will feel at home at work so that they can use their work effectively and get the job done. Employees who have a positive impact on job satisfaction can make themselves more loyal because they feel safe in the company where they work and feel better at home.

According to Andrew Sikula (Kushendarto & Masdupi, 2015) that a good work environment will ensure personal well-being and raise employee morale for good job performance. In addition, employees will be happier and more comfortable at work if the existing facilities are clean, quiet, with adequate ventilation, as well as adequate and up-to-date equipment. Almost the same opinion was stated by David McClelland (Kushendarto &

Masdupi, 2015) that supportive working conditions are defined as "employees' concern for the work environment both for personal comfort and to facilitate doing tasks well".

The results of the study are also in line with the results of research conducted by (Paratama et al., 2013) which suggest that the work environment affects employee loyalty.

CONCLUSION

Based on the results of data processing that has been carried out in the previous chapter, there are conclusions that work placement (X1), work experience (X2), and work environment (X3) simultaneously have a positive and significant effect on employee loyalty (Y) at the Gorontalo Search and Rescue Office. Work placement (X1) partially has a positive and significant effect on employee loyalty (Y) at the Gorontalo Search and Rescue Office. Work experience (X2) partially has a positive and significant effect on employee loyalty (Y) at the Gorontalo Search and Rescue Office. The work environment (X3) partially has a positive and significant effect on employee loyalty (Y) at the Gorontalo Search and Rescue Office

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