

ABSTRACT

Al Ma'soem High School is one of the companies of the Al Ma'soem Foundation which was founded by the H. Ma'soem Family, known as entrepreneurs and educators. Loyalty is one of the elements used in employee appraisal which includes loyalty to his work, position and organization. Based on the data provided, it can be seen that the teaching staff and education support staff have the most years of service, which is more than 5 years. This study aims to determine the factors of dominant loyalty of supporters and support at Al Ma'soem High School.

The method used in this study is quantitative with a type of descriptive research. The population and sample used in this study were 44 employees. The sampling technique used is probability sampling technique. Data collection was carried out in this study through primary data and secondary data with data analysis techniques using factor analysis techniques.

The results of the study state that employee loyalty factors that support Al Ma'soem high school employee work loyalty are challenging jobs, employee personalities, career paths, job rewards, harmonious work relationships, bonuses, salaries, facilities, job security, and charisma of leader. Based on the loading factors is the biggest loading factor that most influences employee work loyalty.

Keywords: *Employee Loyalty, Factor Analysis, Al Ma'soem High School*