

Abstraction

Employee retention has become a trending topic among business and organization. However, employee retention has rarely been studied in the academic literature. Most of the study focus on employee turnover and finding out the reason of leaving the organization instead of staying in the organization. There is very little studies about factors of employee retention. The purpose of the study was to test a model of the factors and variables of employee retention in correlation with transformational leadership, perceived organizational support and employee engagement.

A survey was completed by 50 teachers of Sekolah Ciputra Surabaya. Participants were mostly teachers with average teaching year was five years. The participants were the high school teachers. The survey also included measure of leadership style, organizational support and employee engagement.

Results indicate that there is significant influence of employee engagement to predict degree of employee retention in the school. Transformational leadership has also significant influence towards employee retention. While perceived organizational support was found having insignificant influence towards employee retention. This is one of very limited study to make a description of employee retention in school As a result, this study addresses concerns about that limited of academic research on employee retention.

Keywords: employee retention, employee engagement, transformational leadership, perceived organizational support