

## ABSTRAK

Grace Paskahlisa Dorothy (01619200018)

**PENGARUH *JOB SATISFACTION*, *EMPLOYEE ENGAGEMENT*,  
*COMPENSATION* DAN *WORK ENVIRONMENT* TERHADAP *EMPLOYEE  
RETENTION* PADA KARYAWAN PT KARUNIA BANDHAWA ANJAYA**

(xviii + 98 halaman; 25 tabel; 2 gambar; 2 grafik; 10 lampiran)

Penelitian ini bertujuan untuk mengetahui pengaruh *job satisfaction*, *employee engagement*, *compensation* dan *work environment* terhadap *employee retention*. Penelitian ini menggunakan pendekatan kuantitatif dengan responden sebanyak 72 orang yang merupakan total karyawan PT Karunia Bandhawa Anjaya. Kuesioner penelitian terdiri dari 34 butir pernyataan tertutup dengan menggunakan skala likert berdasarkan metode *non-probability sampling* dengan teknik *sampling jenuh*. Data telah memenuhi syarat validitas dan reliabilitas, kemudian dianalisis dengan metode analisis menggunakan regresi linear berganda. Hasil penelitian menunjukkan bahwa *job satisfaction*, *compensation* dan *work environment* secara positif dan signifikan mempengaruhi *employee retention*. *Employee engagement* tidak berpengaruh terhadap *employee retention*. Implikasi manajerial dalam penelitian ini menunjukkan bahwa perusahaan perlu meningkatkan kepuasan karyawan, kompensasi yang menunjang dan memberikan lingkungan kerja yang nyaman dalam bekerja, maka akan meningkatkan retensi karyawan dalam perusahaan. Saran dalam penelitian ini untuk peneliti selanjutnya menggunakan sampel yang lebih luas dan menggunakan variabel lain yang belum diteliti dan secara signifikan memberikan pengaruh terhadap *employee retention* seperti; *employee motivation*, *employee empowerment*, *work life balance*, dan *leadership*.

Referensi: 53 (2004-2022)

Kata Kunci: *job satisfaction*, *employee engagement*, *compensation*, *work environment*, *employee retention*

## **ABSTRACT**

*Grace Paskahlisa Dorothy (01619200018)*

***THE EFFECT OF JOB SATISFACTION, EMPLOYEE ENGAGEMENT, COMPENSATION AND WORK ENVIRONMENT ON EMPLOYEE RETENTION AT EMPLOYEES OF PT KARUNIA BANDHAWA ANJAYA***  
*(xviii + 98 pages; 25 tables; 2 images; 2 graphs; 10 appendixes)*

*The purpose of this study is to determine the effect of job satisfaction, employee engagement, compensation and work environment on employee retention. This study uses a quantitative approach with 72 respondents who are the total employees of PT Karunia Bandhawa Anjaya. The research questionnaire consisted of 34 closed statement items using a Likert scale based on the non-probability sampling method with saturated sampling techniques. Data that has met the requirements of validity and reliability, then analyzed by the method of analysis using multiple linear regression. The results showed that job satisfaction, compensation and work environment had a positive and significant effect on employee retention. Employee engagement has no effect on employee retention. The managerial implications of this study indicate that companies need to increase employee satisfaction, support compensation and provide a comfortable work environment at work, which will increase employee retention within the company. Suggestions in this study for future researchers to use a wider sample and use other variables that have not been studied and have a significant effect on employee retention such as; employee motivation, employee empowerment, work-life balance, and leadership.*

*References: 53 (2004-2022)*

*Keywords: job satisfaction, employee engagement, compensation, work environment, employee retention*