

ABSTRAK

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PENGARUH *TALENT MANAGEMENT, JOB SATISFACTION* DAN *EMPLOYEE COMMITMENT* TERHADAP *INTENTION TO STAY* PADA KARYAWAN *FOOD MANUFACTURING XYZ* DI BEKASI

(xvii + 157 halaman; 15 gambar; 39 tabel; 13 lampiran)

Penelitian ini dilakukan untuk mengetahui pengaruh *Recruitment & Selection, Teamwork & Management Support, Performance & Career Management* dan *Salary & Compensation* terhadap *Intention to Stay* dengan *Job satisfaction* serta *Employee commitment* sebagai variabel mediasi. Penelitian ini dilakukan di Food Manufacturing XYZ yang berlokasi di Bekasi dengan melibatkan 62 karyawan dengan perhitungan sampel jenuh dengan metode analisis deskriptif dan analisis jalur dengan menggunakan *partial least squares structural equation modeling* (PLS-SEM). Pengumpulan data dilakukan dengan menyebarkan kuesioner melalui *Google Form* yang berisi 35 pernyataan dengan Skala Likert 1 – 5. Hasil penelitian ini menyatakan bahwa *Recruitment & Selection, Teamwork & Management Support, Performance & Career Management*, dan *Salary Compensation* berpengaruh positif terhadap *Job Satisfaction* serta *Employee Commitment* karyawan Food Manufacturing XYZ. Penelitian ini juga menunjukkan hasil bahwa *Job Satisfaction* serta *Employee Commitment* berpengaruh positif terhadap *Intention to Stay* karyawan Food Manufacturing XYZ. Selain itu, hasil penelitian ini juga menunjukkan bahwa *Job Satisfaction* serta *Employee Commitment* dapat menjadi variabel mediasi dalam pengaruh positif *Recruitment & Selection, Teamwork & Management Support, Performance & Career Management* dan *Salary & Compensation* terhadap *Intention to Stay*.

Referensi : 94 (1973 - 2024)

Kata Kunci : *Talent Management, Job Satisfaction, Employee Commitment, Intention to Stay*

ABSTRACT

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***THE IMPACT OF TALENT MANAGEMENT, JOB SATISFACTION, AND
EMPLOYEE COMMITMENT ON EMPLOYEES' INTENTION TO STAY AT
XYZ FOOD MANUFACTURING IN BEKASI***

(xvii + 157 pages; 15 figures; 39 tables; 13 appendices)

This study was conducted to determine the effect of Recruitment & Selection, Teamwork & Management Support, Performance & Career Management and Salary & Compensation on Intention to Stay with Job satisfaction and Employee commitment as mediating variables. This study was conducted at Food Manufacturing XYZ located in Bekasi involving 62 employees with census (saturated sample calculated) with descriptive analysis and path analysis using the partial least squares structural equation modeling (PLS-SEM). Data collection was carried out by distributing questionnaires via Google Form containing 35 questions with a Likert Scale of 1 - 5. The results of this study state that Recruitment & Selection, Teamwork & Management Support, Performance & Career Management, and Salary Compensation have a positive effect on Job Satisfaction and Employee Commitment of Food Manufacturing XYZ employees. This study also shows that Job Satisfaction and Employee Commitment have a positive effect on Intention to Stay of Food Manufacturing XYZ employees. In addition, the results of this study also show that Job Satisfaction and Employee Commitment can be mediating variables in the positive impact between Recruitment & Selection, Teamwork & Management Support, Performance & Career Management and Salary & Compensation on Intention to Stay.

References : 94 (1973 - 2024)

Key Words : Talent Management, Job Satisfaction, Employee Commitment, Intention to Stay.