

ABSTRAK

Safira Salsa Bella (02014210011)

PENGARUH *COMPENSATION*, *POSSIBILITY OF GROWTH*, *RECOGNITION*, *WORKING CONDITIONS*, *COMPETENCY*, DAN *WORKING ATTITUDE* TERHADAP *EMPLOYEE RETENTION* MELALUI *EMPLOYEE ENGAGEMENT* PADA KARYAWAN PT. XYZ DI BALI

(xviii+181 halaman; 19 gambar; 57 tabel; 4 lampiran)

Penelitian ini menyelidiki dampak berbagai faktor terhadap *Employee Retention* melalui *Employee Engagement* di PT. XYZ Bali. Penelitian bertajuk “Pengaruh *Compensation*, *Possibility of Growth*, *Recognition*, *Working Conditions*, *Competency*, dan *Working Attitude* terhadap *Employee Retention* melalui *Employee Engagement* pada Karyawan PT. XYZ di Bali”. Penelitian ini merupakan penelitian yang menggunakan metode kuantitatif dengan pengolahan data menggunakan SPSS versi 30.0. Pengumpulan data dilakukan dengan penyebaran kuesioner kepada 102 responden dengan karakteristik pria dan wanita, berumur 18 – 30 tahun, berdomisi di Bali, telah bekerja minimal 6 bulan terakhir di PT. XYZ Bali dan karyawan dengan posisi *Managerial* dan *Store Crew* di PT. XYZ Bali. Temuan menunjukkan bahwa skor rata-rata untuk variabel independen termasuk dalam kategori “setuju”, dengan nilai berkisar antara 3,99 hingga 4,08. Analisis regresi mengungkapkan bahwa variabel-variabel ini secara kolektif menyumbang porsi signifikan dari varians dalam *Employee Engagement*, menunjukkan hubungan positif yang kuat. Penelitian ini menyimpulkan bahwa meningkatkan *Employee Engagement* melalui faktor-faktor yang diidentifikasi ini dapat mengarah pada peningkatan *Employee Retention* memberikan wawasan berharga untuk praktik manajerial di PT. XYZ Bali. Rekomendasi dibuat agar organisasi fokus pada bidang-bidang ini untuk menumbuhkan tenaga kerja yang lebih terlibat dan berkomitmen, yang pada akhirnya menguntungkan kinerja organisasi dan kepuasan karyawan.

Kata kunci: *Employee Retention*, *Employee Engagement*, *Compensation*, *Possibility of Growth*, *Recognition*, *Working Conditions*, *Competency*, *Working Attitude*.

Referensi : 194 (2001-2024)

ABSTRACT

Safira Salsa Bella (02014210011)

THE EFFECT OF COMPENSATION, GROWTH POSSIBILITY, RECOGNITION, WORKING CONDITIONS, COMPETENCE, AND WORK ATTITUDE TOWARDS EMPLOYEE RETENTION THROUGH EMPLOYEE ENGAGEMENT ON PT. XYZ EMPLOYEES IN BALI

(xviii+181 pages; 19 figures; 57 tables; 4 appendices)

This study investigates the impact of various factors on Employee Retention through Employee Engagement at PT. XYZ Bali. The study is entitled "The Effect of Compensation, Growth Possibility, Recognition, Working Conditions, Competence, and Work Attitude on Employee Retention through Employee Engagement on PT. XYZ Employees in Bali". This study is a study that uses quantitative methods with data processing using SPSS version 30.0. Data collection was conducted by distributing questionnaires to 102 respondents with characteristics of men and women, aged 18-30 years, domiciled in Bali, have worked for at least the last 6 months at PT. XYZ Bali and employees with Managerial and Store Crew positions at PT. XYZ Bali. The findings show that the average score for the independent variables is included in the "agree" category, with values ranging from 3.99 to 4.08. Regression analysis revealed that these variables collectively provide a significant portion of the variance in Employee Engagement, indicating a strong positive relationship. This study concludes that improving Employee Engagement through these identified factors can lead to improved Employee Retention providing valuable insights for managerial practices at PT. XYZ Bali. Recommendations are made for organizations to focus on these areas to cultivate a more engaged and committed workforce, which ultimately benefits organizational performance and employee satisfaction.

Keywords: *Employee Retention, Employee Engagement, Compensation, Growth Opportunity, Recognition, Working Conditions, Competence, Work Attitude.*

References : *194 (2001-2024)*