

PENGARUH PERCEIVED ORGANIZATIONAL SUPPORT DAN CAREER DEVELOPMENT TERHADAP EMPLOYEE RETENTION PADA KARYAWAN PT AGRO MIX LESTARI DI YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *perceived organizational support* dan *career development* terhadap *employee retention* pada karyawan PT Agro Mix Lestari di Yogyakarta. Sampel penelitian ini adalah karyawan PT Agro Mix Lestari. Metode yang digunakan dalam pengambilan sampel adalah *simple random sampling* berjumlah 80 responden. Pengumpulan data primer dilakukan dengan metode penyebaran kuesioner melalui angket yang telah diuji validitas dan reliabilitasnya. Analisis penelitian ini menggunakan regresi linier berganda dengan bantuan program *IBM SPSS Statistic 25*. Analisis penelitian ini menggunakan analisis regresi linear berganda dengan bantuan program *IBM SPSS Statistic 25*. Hasil analisis data menunjukkan bahwa secara bersama-sama *perceived organizational support* dan *career development* berpengaruh secara positif dan signifikan terhadap *employee retention* dibuktikan dengan nilai signifikansi F hitung $45,220 > F$ tabel sebesar 3,111. Secara parsial *perceived organizational support* berpengaruh positif dan signifikan terhadap *employee retention* dibuktikan dengan nilai t hitung $5,350 > t$ tabel sebesar 1,991. Secara parsial *career development* berpengaruh positif dan signifikan terhadap *employee retention* dibuktikan dengan nilai t hitung $4,557 > t$ tabel sebesar 1,991. Berdasarkan uji koefisien determinasi menunjukkan bahwa kemampuan variabel independen yaitu *perceived organizational support* dan *career development* terhadap variabel dependen yaitu *employee retention* 54%, sisanya dipengaruhi variabel lain diluar model penelitian sebesar 46%.

Kata Kunci: *Perceived Organizational Support, Career Development, Employee Retention*

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**THE INFLUENCE OF PERCEIVED ORGANIZATIONAL SUPPORT AND
CAREER DEVELOPMENT ON EMPLOYEE RETENTION
OF PT AGRO MIX LESTARI EMPLOYEES IN YOGYAKARTA**

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Abstract

This study aims to analyze the impact of perceived organizational support and career development on employee retention of PT Agro Mix Lestari employees in Yogyakarta. The sample in this study is employee in PT Agro Mix Lestari. The metode used in sampling was simple random sampling of 80 respondents. Primary data collection was by questionnaire through distribution that had been tested for validity and reliability. The analysis in this study used multiple linear regression IBM SPSS Statistics 25 program. The result of data analysis showed that together of perceived organizational support and career development had positive and significant effect on employee retention as shown from F value $45,220 > F$ table $3,111$. Partially, perceived organizational support have a positive and significant effect on employee retention by the t value $3,530 > t$ table $1,991$, and also partially career development have a positive and significant effect on employee retention by the t value $4,557 > t$ table $1,991$. Based on the results of determination test coefficient, it showed that the ability of the independent variables, namely perceived organizational support and career development to influence the dependent variable, employee retention for 54%, while the rest was influenced by other variables from the research model for 46%.

Keyword: *Perceived Organizational Support, Career Development, Employee Retention*