

PENGARUH KOMITMEN ORGANISASI, KOHESI TIM, DAN GAYA KEPEMIMPINAN TERHADAP RETENSI KARYAWAN PADA INDUSTRI PERHOTELAN DAERAH ISTIMEWA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh komitmen organisasi, kohesi tim, dan gaya kepemimpinan terhadap retensi karyawan industri perhotelan di Daerah Istimewa Yogyakarta. Penelitian ini menggunakan teknik pengambilan sampel *simple random sampling* dengan jumlah 153 responden. Pengumpulan data primer dilakukan dengan metode kuesioner melalui *google form* yang telah diuji validitas dan reliabilitasnya. Analisis dalam penelitian ini menggunakan analisis regresi logistik dengan bantuan program IBM SPSS *statistic 25*. Hasil analisis data menunjukkan bahwa secara bersama-sama faktor komitmen organisasi, kohesi tim, dan gaya kepemimpinan berpengaruh positif dan signifikan terhadap retensi karyawan. Secara parsial komitmen organisasi dan kohesi tim tidak berpengaruh terhadap retensi karyawan. Namun, gaya kepemimpinan berpengaruh positif dan signifikan terhadap retensi karyawan.

Kata Kunci: *Komitmen Organisasi, Kohesi Tim, Gaya Kepemimpinan, Retensi Karyawan*

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THE INFLUENCE OF ORGANIZATIONAL COMMITMENT, TEAM COHESION, AND LEADERSHIP STYLE ON EMPLOYEE RETENTION IN THE HOSPITALITY INDUSTRY ON DAERAH ISTIMEWA YOGYAKARTA

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Abstract

This research aims to analyze the influence of organizational commitment, team cohesion, and leadership style on employee retention in the hotel industry in the Special Region of Yogyakarta. This research used a simple random sampling technique with a total of 153 respondents. Primary data collection was carried out using a questionnaire method via Google Form which had been tested for validity and reliability. The analysis used in this research is logistic regression analysis with the help of the IBM SPSS statistics 25 program. The results of data analysis show that together the factors of organizational commitment, team cohesion and leadership style have a positive and significant effect on employee retention. Partially, organizational commitment and team cohesion have no effect on employee retention. However, leadership style has a positive and significant effect on employee retention.

Keywords: *Organizational Commitment, Team Cohesion, Leadership Style, Employee Retention*