

Pengaruh career development terhadap employee retention dengan employee engagement sebagai variabel mediasi: studi pada karyawan kantor pusat PT Jasa Marga (persero) Tbk = The effect of career development on employee retention with the mediating role of employee engagement: a study on employees PT Jasa Marga (persero) Tbk

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh career development terhadap employee retention dengan employee engagement sebagai variabel mediasi. Career development diukur menggunakan konsep assesment phase, direction phase dan development phase. Employee engagement diukur dengan vigor, dedication, dan absorption dan employee retention diukur dengan indikator employee retention intention. Penelitian ini menggunakan pendekatan kuantitatif. Data penelitian dikumpulkan melalui kuesioner yang dilakukan pada 90 karyawan kantor pusat PT. Jasa Marga (Persero) Tbk dengan menggunakan teknik non-probability convenience sampling. Penelitian ini menggunakan analisis jalur dan sobel test untuk menguji pengaruh langsung dan mediasi dari variabel-variabel. Hasil analisis jalur mengindikasikan bahwa career development mempengaruhi employee engagement secara signifikan. Hasil analisis jalur juga mengindikasikan bahwa career development dan employee engagement mempengaruhi employee retention secara signifikan. Hasil sobel test membuktikan pengaruh tidak langsung career development terhadap employee retention melalui employee engagement secara signifikan.

*This study aims to examine career development on employee retention through employee engagement as a mediating variable. assesment phase, direction phase and development phase) Vigor,dedication,and absorption and employee retention intention indicator were using to measure career development,employee engagement and employee retention. This research used a quantitative approach. Data was collected through questionnaire which conducted on 90 employees PT Jasa Marga (Persero) Tbk by non-probability convenience sampling method. Path analysis and sobel test were used to test the direct and mediating relationship between variables. Path analysis show that career development affects employee engagement significantly. It also show career development and employee engagement affect employee retention significantly. Sobel test confirm for the indirect effect of career development on employee retention through employee engagement.*