

# Pengaruh job embeddedness dan informal learning terhadap retensi karyawan tetap di kantor pusat PT. Sarinah Persero = The effect of job embeddedness and informal learning towards retention of permanent employees in PT. Sarinah Persero

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Abstrak

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Tujuan dari penelitian ini adalah untuk menjelaskan kombinasi antara job embeddedness dan informal learning akan mempengaruhi employee retention di perusahaan. Penelitian ini menggunakan pendekatan kuantitatif dengan pengumpulan data menggunakan metode survei dengan cara memakai total sampling terhadap populasi. Jumlah responden yang ada di dalam penelitian ini berjumlah 199 orang. Penelitian ini mengaplikasikan tiga teori utama, teori job embeddedness dari Mitchell dkk., informal learning oleh Raimonda Alonderien?, dan juga teori employee retention dari Mathis dan Jackson. Hasil menunjukkan bahwa job embeddedness dan informal learning mempengaruhi employee retention secara positif dan kuat.

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**ABSTRACT**

The purpose of this research is to explain the combination of job embeddedness and informal learning would influence the employee retention in a company. This research used a quantitative approach to gather the data by utilizes a survey method which then implementing total sampling to the population. Total respondents in this research are 199 employees. This research applied three main theories which are the theory of job embeddedness by Mitchell et al., the informal learning by Raimonda Alonderien , and also the theory of employee retention by Mathis and Jackson. The expected result showed that job embeddedness and informal learning affect employee retention positively and strongly.