

Analisis pengaruh HRM practices remuneration, training and development, career development opportunities, dan work-life balance terhadap employee retention yang dimediasi oleh employee-organization value fit pada karyawan perbankan generasi milenial di Jabodetabek = The influence of HRM practices remuneration, training development, career development opportunities, and work life balance towards employee retention mediated by employee organization value fit on millennial generation banking employees in Jabodetabek

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Abstrak

ABSTRAK

Turnover karyawan merupakan fenomena yang sering terjadi di industri jasa keuangan, khususnya sektor perbankan. Salah satu faktor yang dapat mempengaruhi tingkat turnover karyawan adalah praktik manajemen SDM. Berdasarkan hal tersebut, penelitian ini dilakukan untuk mengetahui pengaruh dari praktik-praktik manajemen SDM terhadap retensi karyawan perbankan generasi milenial di Jabodetabek. Penelitian ini adalah penelitian kuantitatif dengan menggunakan metode Structural Equation Modelling SEM. Hasil penelitian ini menunjukkan bahwa praktik-praktik manajemen SDM remunerasi, pelatihan dan pengembangan, peluang pengembangan karir, dan work-life balance memiliki pengaruh positif yang signifikan terhadap retensi karyawan dan kesesuaian nilai antara karyawan dengan organisasi. Kesesuaian nilai antara karyawan dengan organisasi juga memiliki pengaruh yang signifikan terhadap retensi karyawan sehingga peran mediasi yang terbentuk adalah partial mediation.

ABSTRACT

Employee turnover is a frequent phenomenon in the financial services industry, particularly in the banking sector. One of the factors that can affect employee turnover is HRM practices. Based on this background, this study was conducted to analyze the effect of HRM Practices remuneration, training and development, career development opportunities, and work life balance towards employee retention mediated by employee organization value fit on millennial generation banking employees in Jabodetabek. This research is quantitative research using structural equation modelling SEM method. The results of this study indicate that HRM practices remuneration, training and development, career development opportunities, and work life balance have a significant positive effect on employee retention and employee organization value fit. Employee organization value fit also has a significant positive effect on employee retention. Thus, the mediation role formed is partial mediation.