

Pengaruh supportive work environment (SWE) pada retensi karyawan melalui organizational engagement studi kasus: karyawan The Margo Hotel = Effects of supportive work environment (SWE) on employee retention with mediating role organizational engagement study case: employee of The Margo Hotel

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Abstrak

ABSTRACT

Penelitian ini membahas pengaruh Supportive Work Environment (SWE) yang terdiri dari empat dimensi yaitu perceived climate, supervisory relationship, peer group interaction, perceived organizational support terhadap Retensi Karyawan dengan di mediasi oleh Organizational Engagement pada karyawan The Margo Hotel. Metode pengumpulan data pada penelitian ini adalah kuantitatif dengan analisis deskriptif. Penelitian ini melibatkan 70 karyawan The Margo Hotel Depok. Hasil penelitian ini menunjukkan adanya pengaruh positif dan signifikan dari Supportive Work Environment (SWE) terhadap Retensi Karyawan serta Organizational Engagement pada karyawan The Margo Hotel dan juga Organizational Engagement mampu memediasi hubungan antara Supportive Work Environment (SWE) dengan Retensi Karyawan. Hasil penelitian tersebut sekaligus juga memberikan saran bagi manajemen The Margo Hotel Depok dalam menciptakan lingkungan kerja yang nyaman bagi karyawannya serta praktik-praktik yang bisa meningkatkan engagement karyawan dengan organisasi.

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ABSTRACT

This focus of the study is to investigate the mediating effect of organizational engagement in the relationship between supportive work environment and employee retention in employee of The Margo Hotel. This study involved 70 employee of The Margo Hotel Depok. The result of the study indicate supportive work environment play a crucial role in the predicting the employee retention. Organizational engagement mediates the relationship between supportive work enviromnet and employee retention. And also providing advice for the management of The Margo Hotel Depok in maintain the quality of working environment and HR Practice that can embrace organizational engagement amongst the employee.