

Pengaruh employee retention terhadap perceived firm performance dan perceived innovation performance (Studi pada IT Startups di DKI Jakarta) = Effect of employee retention on perceived firm performance and perceived innovation performance (Study on IT Startups in Jakarta Special Capital Region)

Kurnia Sandy, author

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Abstrak

Penelitian ini bertujuan untuk menjelaskan hubungan antara praktik employee retention dengan perceived firm performance dan perceived innovation performance. Menggunakan analisis regresi linier pada sampel dengan 100 responden yang merupakan karyawan IT pada perusahaan IT startups bidang marketplace.

Penelitian ini menunjukkan bahwa praktik employee retention dalam bentuk development and empowerment dan supportive organisational culture berpengaruh secara positif terhadap perceived firm performance. Temuan serupa juga terdapat pada hubungan antara employee retention terhadap perceived innovation performance. Temuan lainnya menunjukkan bahwa kedua dimensi employee retention yaitu development and empowerment dan supportive organisational culture memiliki hubungan positif terhadap perceived firm performance. Dimensi supportive organisational culture juga memiliki hubungan positif terhadap perceived innovation performance, sedangkan tidak ditemukan hubungan serupa antara dimensi development and empowerment terhadap perceived innovation performance.

.....This study aims to explain the effect of employee retention on perceived firm and perceived innovation performance. Using regression linier analysis on a sample of 100 responden from IT employees working in IT startups marketplace in DKI Jakarta. The study has highlighted that employee retention in form of development and empowerment and supportive organisational culture are positively related to perceived firm and innovation performance. Findings have also highlighted the positive relationship between both dimensions of employee retention, development and empowerment and supportive organisational culture, and perceived firm performance. Supportive organisational culture also has a positive relation with perceived innovation performance. However, no such relationship has been found between development and empowerment and perceived innovation performance.</i>