

ABSTRAK

Febrina Suci Ramadhani, NIM 7141210008 “ Pengaruh Lingkungan Kerja dan *Perceived Organizational Support* terhadap Retensi Karyawan Pada RAZ Hotel and Convention Medan ”. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2018.

Retensi karyawan adalah teknik yang digunakan manajemen untuk mempertahankan karyawan agar tetap dalam perusahaan selama jangka waktu tertentu. Tingkat retensi yang tinggi dapat menimbulkan dampak positif bagi perusahaan. Hal tersebut dapat dilakukan jika perusahaan memperhatikan faktor seperti lingkungan kerja dan *perceived organizational support*. Penelitian ini dilakukan di RAZ Hotel and Convention Medan. Populasi dalam penelitian ini adalah seluruh karyawan RAZ Hotel and Convention Medan yang berjumlah 60 orang. Adapun sampel yang digunakan dalam penelitian ini adalah sampel jenuh. Alat analisis yang digunakan adalah analisis regresi linear berganda. Berdasarkan hasil analisis yang ditemukan bahwa lingkungan kerja dan *perceived organizational support* berpengaruh positif terhadap retensi karyawan. Hal ini menunjukkan bahwa semakin tinggi tingkat lingkungan kerja dan *perceived organizational support* maka semakin tinggi juga tingkat retensi karyawan.

Kata Kunci : Lingkungan Kerja, *Perceived Organizational Support*, Lingkungan Kerja.

ABSTRACT

Febrina Suci Ramadhani, NIM 7141210008 "Effect of Work Environment and Perceived Organizational Support on Employee Retention on RAZ Hotel and Convention Medan". Thesis Department of Management, Faculty of Economics, State University of Medan, Year 2018.

Employee retention is a technique that is used by management to retain employees in order to remain within the company for a certain period. High retention rates can cause a positive impact for the company. This can be done if companies focus on factors such as work environment and perceived organizational support. This research was conducted at RAZ Hotel and Convention Medan. The research population is all employees who totaled 60 people. There are also samples used in this study is saturated sample. The analytical tool used is multiple linear regression analysis technique. Based on the analysis found that work environment and perceived organizational support has positive influence on employee retention. This shows that the higher the level of work environment and perceived organizational support, the higher the retention rate of employees.

Keywords: Work Environment, Perceived Organizational Support, Work Environment.