

ABSTRAK

Risma Cristiana Saragih, NIM 7152210010 “Pengaruh *Employee Retention* Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di Simalungun City Hotel”. Skripsi jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2019.

Penelitian ini bertujuan untuk mengetahui pengaruh *Employee Retention* Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di Simalungun City Hotel. Populasi dalam penelitian terbatas, yaitu sebanyak 43 orang karyawan, dengan menggunakan total sampling sebanyak 43 orang sebagai sampel yang diambil secara keseluruhan dari populasi. Teknik pengumpulan data yang digunakan adalah melalui angket (kuesioner) yang pengukurannya dengan skala likert dan diolah secara statistik menggunakan analisis regresi berganda dan pengujian hipotesis uji t, uji f, dan koefisien determinan yang sebelumnya data telah di uji menggunakan uji validitas, uji reabilitas, dan uji asumsi klasik. Pengolahan data menggunakan program SPSS 23.0 for windows.

Secara parsial, *Employee Retention* dan Kepuasan Kerja berpengaruh positif signifikan terhadap Kinerja Karyawan. Berdasarkan hasil penelitian, menunjukkan bahwa variabel *Employee Retention* dan Kepuasan Kerja secara simultan berpengaruh terhadap Kinerja Karyawan. Hal ini terlihat dari nilai $F_{hitung} > F_{tabel}$ ($5,090 > 3,23$) dan nilai signifikansi $0,011 < 0,05$. Uji koefisien determinasi menunjukkan nilai sebesar 0,203 yang berarti bahwa *employee retention* dan kepuasan kerja berpengaruh terhadap kinerja karyawan sebesar 20,3 %, sedangkan sisanya dijelaskan variabel diluar penelitian.

Kata Kunci: *Employee Retention*, Kepuasan kerja, Kinerja Karyawan

ABSTRACT

Risma Cristiana Saragih, NIM 7152210010 “The Influence of Employee Retention and Job Satisfaction to Employee Performance Simalungun City Hotel”. Thesis of Management Major, Faculty of Economics, Medan State University, Year 2019.

This research aims to determine the influence of The Influence of Employee Retention and Job Satisfaction to Employee Performance Simalungun City Hotel. The population in this study as much as 43 employees. Using Total Sampling, 43 people were assigned as samples that all population are used to be the sample. Data collecting technique in this research is done by spreading questionnaire which measurement with likert scale and processed statistically using multiple regression analysis and test of t hypothesis, f test, and coefficient of determination previously tested data using validity test, reliability test, and classic assumption test. Data processing using SPSS 23.0 for windows.

Partially, Employee Retention and Job Satisfaction have a positive effect on Employee Performance. Based on the results showed that the variables of Employee Retention and Job Satisfaction simultaneously affect the Employee Performance. It can be seen from $F_{count} > F_{table}$ ($5,090 > 3,23$) and significance value $0,011 < 0,05$. Test coefficient of determination shows the value of 0,203, which means that of Employee Retention and Job Satisfaction to Employee Performance of 20,3 %, while the rest are explained variables outside the study.

Keywords: Employee Retention, Job Satisfaction and Employee Performance

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