

ABSTRAK

Tujuan dalam penelitian ini adalah untuk mengetahui pengaruh *organizational dan supervisor support* terhadap *employee retention* melalui *employee engagement*. Populasi dalam penelitian ini adalah pekerja Bank BNI Syariah Cabang Semarang di Kota Semarang. Jumlah sampel yang digunakan 100 responden dengan pengambilan data menggunakan kuesioner. Metode pengambilan sampel menggunakan teknik sensus. Analisis data yang digunakan adalah analisis deskriptif dan analisis Partial Least Square (PLS).

Hasil penelitian mengungkapkan bahwa *organizational* dan *supervisor support* memiliki pengaruh signifikan terhadap *employee engagement*. *Employee engagement* positif mempengaruhi *employee retention* dan *employee engagement* mampu menjadi variabel intervening (mediasi) antara *organizational* dan *supervisor support* terhadap *employee retention*.

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Kata kunci : *Organizational, Supervisor Support, Employee Engagement, Employee Retention.*

ABSTRACT

The purpose of this study was to determine the effect of organizational and supervisor support on employee retention through employee engagement. The population in this study were Bank BNI Sharia workers in the city of Semarang. The number of samples used 100 respondents with data collection using a questionnaire. The sampling method uses census sampling. Analysis of the data used is descriptive analysis and Partial Least Square (PLS) analysis.

The results revealed that organizational and supervisor support had a significant effect on employee engagement. Employee engagement positively influences employee retention and employee engagement is able to become an intervening variable (mediation) between organizational and supervisor support on employee retention.

Keywords : Organizational, Supervisor Support, Employee Engagement,

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