FACTORS THAT INFLUENCE EMPLOYEE RETENTION AT HOTEL IN BATAM

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Abstract

This study discusses the variables of work training, compensation, work environment and leadership on employee retention in hotel companies in Batam. This research is carried out because competition in the company is getting tougher and maintaining a company that performs well is a necessity for the company.

This research was conducted by survey method through distributing questionnaires to 400 respondents in Batam. After the questionnaire was disseminated and collected again by the author, 378 questionnaires were completed which were fully equipped and could be used to do regression testing using the SPSS program.

The results of this study indicate a significant relationship between work training variables, competencies, work environment and leadership towards employee retention. The results of this study are expected to be a reference for companies in the hospitality sector to retain employees.

Keywords: star hotels, job training, compensation, work environment and leadership towards employee retention