Abstract

This research was conducted with the aim of analyzing the factors that influence employee retention in employees of hospitality companies in Batam. The variables studied were recruitment and selection, job training, performance appraisal and compensation and their effect on employee retention variables.

This study used the survey method in its implementation, the questionnaire was distributed to 400 respondents who were employees of star hotels in Batam. There were 388 questionnaires that were filled in completely and then tested for data using SPSS. From the results of data processing with SPSS it is known that there is a relationship between all the independent variables studied with the dependent variable.

From this study, it is known that there is a positive significant relationship between the variables of recruitment and selection, job training, performance assessment and compensation for employee retention variables. With the results of this study, it is expected to be able to provide benefits to the management of hospitality companies in Batam in order to be able to maintain qualified employees to continue working in the company to achieve company goals.

Keywords: hospitality companies, recruitment and selection, job training, performance assessment and compensation