ABSTRACT

This study aims to determine the effect of work training variables, compensation, performance appraisal and its effect on employee retention of the largest manufacturing company employees in the Batamindo area.

This research was conducted by survey method through distributing questionnaires to 120 respondents in Batam. After the questionnaire was distributed and re-collected by the author, 114 questionnaires were completed which were completed so that the data was then tested using the SPSS program. From the results of data processing with SPSS it is known that there is a significant relationship between all the variables studied.

The results of this study indicate a positive significant relationship between the variables of work training, compensation, performance assessment of employee retention rates. Because all variables studied have a significant effect on employee retention rates, the results of this study are expected to be input for management of manufacturing companies in Batam.

Keywords: manufacturing companies, job training, compensation, performance assessment