

# UNIVERSITAS INTERNASIONAL BATAM

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Faculty of Economy  
Management Study Program  
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## ***ANALYSIS OF THE EFFECT OF EMPLOYEE RETENTION IN 7 APARTMENT IN BATAM***

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### ***ABSTRACT***

*Employee turnover causes high costs for recruiting and training employees. Therefore, it is very important for a company to build a retention system by retaining core employees in a company in order to create success in the company organization.*

*This research was conducted by involving employees in 7 apartments in Batam city. Then, the data were processed using the Smart Patrial Least Squares method. This study consists of the intention to leave as an independent variable; mentor support, training and development, compansation, work-life. balance, organizational support as a dependent variable; and perceived career opportunity as mediation.*

*The results of this study are that perceived career opportunities have a significant positive relationship with intention to leave. Meanwhile, variable compensation, work life balance, mentor support, organization support, training and development have insignificant results on intention to leave.*

***Keywords:*** *Intention to leave, Mentor Support, Perceived Career Opportunities, EmployeeRetention*