

UNIVERSITAS INTERNASIONAL BATAM

*Faculty of Economics
Management Study Program
Even Semester 2019/2020*

ANALYSIS OF FACTORS AFFECTING EMPLOYEE RETENTION IN FREIGHT FORWARDER COMPANIES IN BATAM

**JOHANNES GUNAWAN
NPM: 1641155**

ABSTRACT

Employees are the company's most important assets because employees contribute positively to the goals and progress of the company. In developing the company requires employees with high competence and dedication to the company. Employee retention has a significant influence on the process of achieving company goals, especially in an era of increasingly competitive and global competition.

The study was conducted by distributing questionnaires to 300 respondents, namely employees of an expedition company in Batam, the results of the questionnaire responses will be used to test the proposed research hypothesis. Of the 300 questionnaires distributed, only 275 questionnaires were returned and could be used to be tested by SPSS.

The results of the data test show that there is a significant relationship in all independent variables tested. Job satisfaction, job security, compensation systems and job training show a significant positive relationship with employee retention. With the results of this study, it is hoped that it can provide benefits for shipping companies in Batam and also for academics who will research the same research problems.

Keywords: *Job Satisfaction, Job Safety, Compensation Systems, Job Training and Employee Retention*