

# UNIVERSITAS INTERNASIONAL BATAM

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*Faculty of Economics  
Management Study Program  
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## ***ANALYSIS OF FACTORS AFFECTING EMPLOYEE RETENTION AT TYPE B HOSPITAL IN BATAM***

**JESSIECA CONER DION  
NPM: 1641157**

### ***ABSTRACT***

*Employee retention is a common problem facing many companies today. Many factors make employees feel uncomfortable and leave the company and move to another company. This can be caused by external and internal factors. Handling employee retention issues is a step and a company strategy for recognition of employee performance, which will encourage higher levels of work involvement and employee performance.*

*A total of 400 questionnaires were distributed as a preliminary to obtain the research data. Hospital employees are the objects sampled in this study. The questionnaire was distributed to employees of the type B hospital in Batam.*

*The results of this study prove that there are significant relationships in all the variables studied in accordance with the formulated hypothesis. The results of this study are expected to provide input for hospitals in Batam to continue to improve in maintaining employees who have good work competencies.*

*Keywords: hospital, work relationship, organizational commitment, work environment, compensation, employee retention.*