

# **Pengaruh Supportive Work Environment terhadap Employee Retention dengan Peran Mediasi Organizational Commitment dan Organizational Engagement (Studi Kasus pada Karyawan Milenial di BUMN) = The influence of Supportive Work Environment on Employee Retention with the mediating role of Organizational Commitment and Organizational Engagement (Case Study on millennial employees at State Owned Enterprise)**

Tiara Andriani, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=9999920557597&lokasi=lokal>

---

## **Abstrak**

**Pengantar:** Retensi menjadi salah satu tantangan tersulit dan saat ini generasi milenial sudah mendominasi tempat kerja. Namun, terdapat isu terkait komitmen dan engagement yang membuat mereka dapat berpindah ke peluang lain yang lebih baik. Perusahaan perlu meretensi mereka dengan membuat mereka merasa didukung dengan menyediakan lingkungan kerja yang suportif. Mereka juga dapat lebih berkomitmen dan engage di setiap pekerjaan sehingga berpengaruh pada retensi.

**Tujuan:** Penelitian ini bertujuan untuk menguji pengaruh supportive work environment terhadap employee retention yang dimediasi oleh organizational commitment dan organizational engagement.

**Metode:** Pengumpulan data didapatkan dari hasil tanggapan kuesioner daring pada 336 responden karyawan tetap dari generasi milenial yang bekerja di BUMN. Metode Structural Equation Modelling (SEM) dengan menggunakan software LISREL digunakan untuk menganalisis data.

**Hasil:** Temuan dari penelitian menunjukkan bahwa supportive work environment terbukti berpengaruh signifikan dan positif terhadap employee retention. Selain itu, organizational commitment dan organizational engagement terbukti memediasi hubungan antara supportive work environment dan employee retention secara parsial.

**Kesimpulan:** Pada penelitian ini, untuk dapat meningkatkan retensi maka perusahaan perlu menciptakan supportive work environment dan meningkatkan organizational engagement sebagai prioritas, serta organizational commitment pada karyawan.

.....**Introduction:** Retention is one of the hardest challenges that companies face and currently the millennial generation dominates at the workplace. However, there are issues of commitment and engagement, so they like to move to get better opportunities Hence companies need to retain with making them feel supported by providing a supportive work environment. They can be more committed and engaged in every work, so it has an effect on retention.

**Purpose:** This study aims to test the relationship between supportive work environment on employee retention with organizational commitment and organizational engagement as mediation.

**Methodology:** Data was collected by online survey from 336 millennials permanent employees worked at SOE. Further, Structural Equation Modelling (SEM) using LISREL helps to analyze data.

**Findings:** The results showed that supportive work environment has a significant and positive effect on employee retention. Besides, organizational commitment and organizational engagement are partially mediates the relationship between supportive work environment and employee retention

**Conclusions:** This study explains that in order to increase retention, companies need to create a supportive

work environment and increase organizational engagement as a priority, as well as organizational commitment to employees.