

ABSTRACT

The Effect of Work Compensation, Work Environment and Work Motivation on Employee Retention Sekretariat DPRD Kota Tangerang Selatan

Muhammad Fadli Rifki Andhani ¹⁾, Dr. Endang Pitaloka, S.E., M.E. ²⁾

¹⁾*Student of Management Study Program, Pembangunan Jaya University*

²⁾*Lecturer of Management Studies Program, Pembangunan Jaya University*

This study uses three independent variables, namely work compensation, work environment and work motivation and one dependent variable, namely employee retention. This research was conducted with the aim to determine the effect of work compensation, work environment and work motivation partially on employee retention at the South Tangerang City Council Secretariat. The data collection technique used by researchers used the questionnaire method with the Google Form tool which was distributed to 145 respondents with the criteria of honorary employees with more than 2 years of service. The scale used in this study uses a Likert scale of 1-5. The data analysis technique used in this study is multiple linear regression analysis by conducting classical assumption tests in the form of normality, multicollinearity, and heteroscedasticity tests. Then, carry out validity and reliability tests, as well as test the hypothesis using the T test. The results of this study indicate that H1 is rejected, where job compensation has a positive but not significant effect on job satisfaction. H2 and H3 are accepted because they have a positive and significant effect. The DPRD secretariat can pay attention again to the compensation provided, a safe and comfortable work environment, the level of employee motivation so that employee retention is maintained.

Keywords : *Work Compensation, Work Environment, Work Motivation, Employee Retention*