

ABSTRACT

Companies are required to develop and maintain human resources, because the main key in achieving organizational goals lies in human resources. One way to retain employees is to improve career development and perceived organizational support. This study aims to determine how much influence career development and perceived organizational support have on employee retention at PT Surya Segara. This study uses a quantitative approach, the number of samples taken from all employees, amounting to 85 employees. The sampling technique used a saturated sampling approach using the SPSS Version 20 program. The data was taken using a questionnaire and then tested the instrument, the classical assumption test, the multiple linear regression test and then the hypothesis test. The results of this study can be concluded that the variables of career development and perceived organizational support have a significant and positive effect on employee retention at PT Surya Segara.

Keywords: *Career Development, Perceived Organizational Support, Employee Retention*

ABSTRAK

Perusahaan dituntut untuk mengembangkan dan mempertahankan sumber daya manusia, karena kunci utama dalam pencapaian tujuan organisasi terletak di sumber daya manusia. Salah satu cara untuk mempertahankan karyawan dengan memperbaiki *career development* dan *perceived organizational support*. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh *career development* dan *perceived organizational support* terhadap retensi karyawan PT Surya Segara. Penelitian ini menggunakan pendekatan kuantitatif, jumlah sampel yang diambil dari semua karyawan yang berjumlah 85 karyawan. Teknik pengambilan sampel menggunakan pendekatan sampling jenuh dengan menggunakan program SPSS Versi 20. Data diambil dengan menggunakan kuisisioner kemudian dilakukan uji instrumen, uji asumsi klasik, uji regresi linier berganda dan kemudian uji hipotesis. Hasil dari penelitian ini dapat disimpulkan bahwa variabel *career development* dan *perceived organizational support* berpengaruh signifikan dan positif terhadap retensi karyawan PT Surya Segara.

Kata Kunci : *Career Development, Perceived Organizational Support, Retensi Karyawan*