

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh retensi karyawan dan komitmen organisasi terhadap kinerja karyawan melalui *turnover intention* sebagai variabel *intervening*. Dalam penelitian ini sampel berjumlah 120 responden yang dipilih dengan menggunakan metode *purposive sampling* yaitu pemilihan sampel tidak acak berdasarkan beberapa kriteria. Populasi dalam penelitian ini adalah, karyawan CV Ayu Lestari di Kabupaten Brebes. Penelitian ini, diolah dengan menggunakan analisis data *Structural Equation Modeling* (SEM) dengan program AMOS sebagai alat analisisnya. Data diperoleh secara langsung dengan menyebarkan kuesioner.

Hasil pada penelitian menunjukkan bahwa retensi karyawan berpengaruh negatif terhadap *turnover intention*. Komitmen organisasional berpengaruh negatif terhadap *turnover intention*. *Turnover intention* berpengaruh negatif terhadap kinerja. Retensi karyawan berpengaruh positif terhadap kinerja. Komitmen organisasional berpengaruh positif terhadap kinerja dan *turnover intention* mampu memediasi pengaruh antara retensi karyawan dan komitmen organisasi terhadap kinerja.

Kata kunci : Retensi Karyawan, Komitmen Organisasi, *Turnover Intention* dan Kinerja Karyawan

ABSTRACT

The study aims to determine the effect of employee retention and commitment organizational on employee performance with turnover intention as an intervening variable. In this study a sample of 120 respondents was selected using the purposive sampling method is the selection of non-random samples based on several criteria. The population in this study were employee CV Ayu Lestari on Brebes Regency. This study processed using Structura Equation Modeling (SEM) data analysis with AMOS program as its analytical tool. The data is obtained directly by distributting questionnaires.

The result of this study that employee retention has a negative effect on turnover intention. Organizzational commitment has a negative effect on turnover intention. Turnover intention has a negative effect on employee performance. Employee retention has a positive on employee performance. Organizational has a positive effect on employee performance and turnover intention are able to mediate the effect between employee retention and commitment organizational on employee performance.

Keyword: Employee Retention, Commitment Organizational, Turnover Intention and Employee Performance