

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar *Pengaruh Perceived Organizational Support (POS)* , Iklim Organisasi, lingkungan kerja fisik terhadap Retensi Pegawai. Metode pengumpulan data melalui survey dan mengedarkan kuesioner terhadap 60 responden. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, Analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji f, dan uji R (determinasi) menggunakan SPSS 16 for Windows.

Hasil penelitian menunjukkan (a) *Perceived Organizational Support(POS)* berpengaruh positif dan signifikan terhadap retensi pegawai.(b) Iklim Organisasi berpengaruh positif dan signifikan terhadap retensi pegawai. (c) Lingkungan kerja fisik berpengaruh positif dan signifikan terhadap retensi pegawai.

Akhirnya penulis menyarankan pada perusahaan agar lebih meningkatkan *Perceived Organizational Support (POS)* , Iklim Organisasi, dan lingkungan kerja fisik sehingga jika *Perceived Organizational Support (POS)*, Iklim Organisasi, dan lingkungan kerja fisik dinaikkan lagi maka akan dapat meningkatkan retensi pegawai yang lebih baik lagi pada perusahaan.

Kata Kunci: *Perceived Organizational Support (POS)*, Iklim Organisasi, dan lingkungan kerja fisik, Retensi Pegawai

ABSTRACT

This study aims to determine how much influence Perceived Organizational Support (POS), organizational climate, physical work environment on employee retention. Methods of data collection through surveys and distributing questionnaires to 60 respondents. The analysis method used is the validity and reliability test, correlation analysis, multiple regression analysis, to test the hypothesis used the t test and f test, and the R test (determination) using SPSS 16 for Windows.

The results showed (a) Perceived Organizational Support (POS) had a positive and significant effect on employee retention. (B) Organizational climate had a positive and significant effect on employee retention. (c) The physical work environment has a positive and significant effect on employee retention.

Finally, the authors suggest companies to further improve Perceived Organizational Support (POS), Organizational Climate, and physical work environment so that if Perceived Organizational Support (POS), Organizational Climate, and physical work environment are raised again it will be able to increase employee retention even better. at the company.

Keywords: Perception Organizational Support (POS), Organizational Climate, and Physical work environment, Employee Retention