

ABSTRAK
THE INFLUENCE OF NON-PHYSICAL WORK ENVIRONMENT
AND ORGANIZATIONAL SUPPORT ON EMPLOYEE
RETENTION WITH JOB SATISFACTION
AS A MEDIATOR VARIABLE
(Study on Employees of Si Geboy Cracker Company)

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Guide 1: Indi Ramadhani

Guide 2: Dian Kurniawan

The objective of this research is to identify and analyse non-physical work environment, organizational support, employee retention, job satisfaction as well as the influence of non-physic work environment and organization support the impact of non-physical work environment and organizational support directly on job satisfaction as well as the effect of nonphysic working environment and organization support on employee retention through employee satisfaction. The Geboy Tea Breeding Company. The research method used is a survey method with a quantitative approach. The type of data used is primary data. The sample in this study was 67 respondents. The type of sampling with a saturated sample. The analysis tool in this study uses Sructural Equation Modeling (SEM) analysis with the least square partial analysis approach (PLS) and is processed using SmartPLS 3.0 software. The results of the analysis show that: The non-physical working environment is good enough, the organizational support is good enough, the retention of employees is good enough and the job satisfaction is good. There is a positive influence of the non-physical working environment, the support of organizing, employment satisfaction and employee retention directly as well as employee satisfaction mediates the impact of non-Physical work environment and organizational support on employee retaining.

keywords: non-physical work environment, organizational support, employee retention, job satisfaction

ABSTRACT
PENGARUH LINGKUNGAN KERJA NON FISIK DAN
DUKUNGAN ORGANISASI TERHADAP RETENSI
KARYAWAN DENGAN KEPUASAN KERJA
SEBAGAI VARIABEL MEDIATOR
(Suatu Penelitian Pada Karyawan Perusahaan Kerupuk Si Geboy Tea)

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Tujuan penelitian ini untuk mengetahui dan menganalisis lingkungan kerja non fisik, dukungan organisasi, retensi karyawan, kepuasan kerja serta pengaruh lingkungan kerja non fisik dan dukungan organisasi secara langsung terhadap kepuasan kerja serta pengaruh lingkungan kerja non fisik dan dukungan organisasi terhadap retensi karyawan melalui kepuasan kerja pada karyawan Perusahaan Kerupuk Si Geboy Tea. Metode penelitian yang digunakan adalah metode survei dengan pendekatan kuantitatif. Jenis data yang digunakan merupakan data primer. Sampel dalam penelitian ini sebanyak 67 responden. Sedangkan jenis pengambilan sampel dengan sampel jenuh. Alat analisis dalam penelitian ini menggunakan analisis Structural Equation Modeling (SEM) dengan pendekatan analisis partial least square (PLS) serta diolah menggunakan software SmartPLS 3.0. Hasil analisis menunjukkan bahwa: lingkungan kerja non fisik cukup baik, dukungan organisasi cukup baik, retensi karyawan cukup baik dan kepuasan kerja baik. Terdapat pengaruh yang positif dari lingkungan kerja non fisik, dukungan organisasi, kepuasan kerja dan retensi karyawan secara langsung serta kepuasan kerja memediasi pengaruh lingkungan kerja non fisik dan dukungan organisasi terhadap retensi karyawan.

Kata Kunci: lingkungan kerja non fisik, dukungan organisasi, retensi karyawan, kepuasan kerja.