ABSTRACT

In the management of early retirement, companies should be careful in the design, implementation,the company will receive significant problems, such as: the number of employees who do not expect to retire early, but they are the ones who resigned would feel that they were forced to leave the company.

The factors that will affect the employee's decision to apply for early retirement or to stay in the company are: Individual differences, Opportunities in the structure of career paths, Organisational factors and external environment. This study aims to analyze how much influence the four factors in the decision of employees taking early retirement in the case study PT.Telekomunikasi Indonesia Bandung HR unit.The method used Logistic Binary Analyze.

After the instrument in the form of a questionnaire distributed to 50 respondents, Individual difference variable and organizational factors have siginifcant influence on the decision to take early retirement. Opportunities in the path carrer and erxternal factor have less significant influence on the decision to take early.