

**ANALYSIS EFFECT OF WORK ENVIRONMENT AND
FLEXIBLE WORKING TOWARD EMPLOYEE RETENTION
FOR INDONESIANS MILLENNIAL THROUGH CAREER
DEVELOPMENT AS INTERVENING VARIABLE**

(Study Case Millennial Employees with Age Range 17 - 38 Years Old)

THESIS



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MERCU BUANA**
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MANAGEMENT PROGRAM

FACULTY OF ECONOMICS AND BUSINESS

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JAKARTA

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Do herewith declare that the material contained in my thesis entitled:

“ANALYSIS EFFECT OF WORK ENVIRONMENT AND CAREER DEVELOPMENT TOWARD EMPLOYEE RETENTION FOR INDONESIANS MILLENNIAL THROUGH FLEXIBLE WORKING AS INTERVENING VARIABLE” is original work performed by me and it is under the guidance and advice of my faculty supervisor Dr. Dewi Nusraningrum M.Si. The work contained in this thesis has not been previously submitted for a degree or any other higher education institution. To the best of my knowledge, the thesis contains no material previously published or written by another person except where due references are made based on applicable provision. By this statement, I made with real and I am willing to accept any action taken f later proved there is plagiarism in this research.

Thus, I convey this statement letter was made with sincerity

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Jakarta, January 25th, 2021



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ABSTRACT

The number of millennials, or the generation born between 1981-2000, according to Susenas (National Socio-Economic Survey) in 2017, was recorded at 88 million people, which represented 33.75 percent of Indonesia's then population. Millennials are most often used to describe a generation that thrives on instant gratification through technology, spends too much time on social media, and lazy in the workplace. Millennial is indeed synonymous with high employee turnover rates. This research is to performed employee retention for Indonesians millennials through the work environment, career development, and flexible working to give an overview and additional source of information for the organization to be able to manage their employees who are in the millennial generation to keep them stay longer in the workplace and reduce turnover rate among Indonesians millennials employee. Data analysis method in this research is using SPSS program for the Descriptive Statistic and also using PLS program (Partial Least Square) Version 3.0 for calculating the Outer Model and Inner Model. The populations are a millennial employee in Indonesia and the number of populations is unknown, so the sample in this research are 140 respondents. The results of this research can generally be concluded that Work Environment and Flexible Working have a positive and significant effect on Employee Retention. As well as Career Development can be mediation between Work Environment and Flexible Working toward Employee Retention.

Keywords: Work Environment, Career Development, Flexible Working, Employee Retention, Indonesians Millennial

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PREFACE

Alhamdulillahirobbil ‘alamin, Praise is merely to the Almighty Allah SWT for the gracious and mercy blessing that enables me to accomplish this bachelor degree thesis entitled: “Analysis Effect of Work Environment, and Flexible Working on Employee Retention for Indonesians Millennial Through Career Development”. This thesis is a prerequisite for obtaining a Bachelor Degree in the Management Study Program Faculty of Economics and Business, Universitas Mercu Buana.

The author realized as a human being in this research could not be separated from mistakes and deficiencies due to lack of knowledge and experience. The process of writing this research could not be separated from the guidance, assistance, and meaningful supports from many individuals, especially Dr. Dewi Nusraningrum M.Si, as my supervisor who has given me advice time, guidance, encouragement, knowledge that is very valuable to the author. In this occasion I would like to thanks all many individuals who helped in the process of writing this research successful, mainly to:

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5. Mr. Adi Nurmahdi MBA., as Director of Innovation Alumni and International Relationship Universitas Mercu Buana.
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Jakarta, Januari 25th, 2021

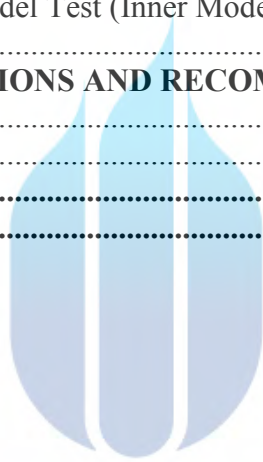


Dian Ayu Septiani

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