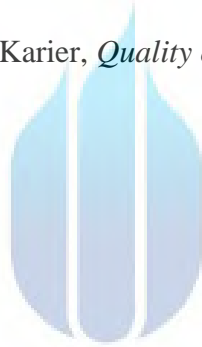


## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pengembangan karier, *quality of worklife*, *self-efficacy* terhadap retensi karyawan pada divisi *assembling* PT. Victory Chingluh Indonesia. Populasi dalam penelitian ini adalah 100 karyawan pada divisi *assembling* PT. Victory Chingluh Indonesia. Sampel yang dipergunakan adalah sebanyak 100 karyawan pada divisi *assembling* PT. Victory Chingluh Indonesia menggunakan teknik sampling jenuh. Teknik analisis data yang digunakan dalam penelitian ini meliputi uji *outer model* (*Convergent Validity*, *Discriminat Validity*, *Average Variance Extracted*, *Composite Reability*), Uji hipotesis *inner model* (Nilai *R square*, *Goodness of Fit Model*, *bootstraping*). Data dikumpulkan dengan membagikan kuesioner kepada karyawan dan diolah menggunakan program Smart PLS 3.0. Hasil penelitian ini menunjukkan bahwa pengaruh pengembangan karier, *quality of work life*, *self-efficacy* berpengaruh positif signifikan terhadap retensi karyawan.

Kata Kunci : Pengembangan Karier, *Quality of Work Life*, *Self-efficacy*, Retensi Karyawan



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## ABSTRACT

*This study aims to analyze the effect of career development, quality of work life, self-efficacy on employee retention in the assembling division of PT. Victory Ching Luh Indonesia. The population in this study were 100 employees in the assembling division of PT. Victory Ching Luh Indonesia. The sample used was 100 employees in the assembling division of PT. Victory Chingluh Indonesia uses a saturated sampling technique. Data analysis techniques used in this study include outer model testing (Convergent Validity, Discriminant Validity, Average Variance Extracted, Composite Reability), inner model hypothesis testing (R square value, Goodness of Fit Model, bootstrapping). Data was collected by distributing questionnaires to employees and processed using the Smart PLS 3.0 program. The results of this study indicate that the influence of career development, quality of work life, self-efficacy has a significant positive effect on employee retention..*

*Keywords : Career Development, Quality of Work Life, Self-efficacy, Employee Retention*

