ABSTRAK

Tarisya Permata Dewi. 2026. *Pengaruh Supportive Work Environment Terhadap Employee Retention Melalui Organizational Engagement Sebagai Variabel Mediasi Pada Karyawan PT. Indraco Suncity Festival Madiun*. Skripsi. Program Studi Manajemen, FEB, UNIVERSITAS PGRI MADIUN. Pembimbing (I) Dr. Karuniawati Hasanah S.E.,M.M. (II) Robby Sandhi Dessyarti S.E., M.M.

Abstrak; Penelitian ini bertujuan untuk mengetahui pengaruh *supportive work environment* terhadap *employee retention* melalui *organizational engagement* sebagai variabel mediasi pada karyawan PT. Indraco Suncity Festival Madiun. Jenis penelitian yang digunakan dalam penelitian ini adalah pendekatan kuantitatif. Pada penelitian menggunakan teknis analisis jalur *path*. Pengambilan sampel menggunakan teknik *Purposive Sampling*. Sampel yang digunakan sebanyak 96 responden. Berdasarkan hasil pengujian secara statistik menunjukkan bahwa secara parsial *supportive work environment* berpengaruh positif dan signifikan terhadap *employee retention*, secara parsial *supportive work environment* berpengaruh positif dan signifikan terhadap *organizational engagement*, secara parsial *organizational engagement* berpengaruh positif dan signifikan terhadap *employee retention* dan secara parsial *supportive work environment* berpengaruh positif dan signifikan terhadap *employee retention* melalui *organizational engagement* sebagai variabel mediasi.

Kata Kunci: *Supportive Work Environment*, *Organizational Engagement* Dan *Employee Retention*

ABSTRACT

Tarisya Permata Dewi. 2026. *The Influence of a Supportive Work Environment on Employee Retention, with Organizational Engagement as a Mediating Variable, among Employees of PT. Indraco Suncity Festival Madiun. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business (FEB), Universitas PGRI Madiun. Supervisors: (I) Dr. Karuniawati Hasanah, S.E., M.M.; (II) Robby Sandhi Dessyarti, S.E., M.M.*

Abstract: *This study aims to determine the influence of a supportive work environment on employee retention, with organizational engagement serving as a mediating variable, among employees at PT. Indraco Suncity Festival Madiun. The study employs a quantitative approach and utilizes path analysis. Sampling was conducted using a purposive sampling technique, resulting in a sample size of 96 respondents. Statistical analysis indicates that a supportive work environment has a positive and significant direct effect on both employee retention and organizational engagement. Furthermore, organizational engagement has a positive and significant direct effect on employee retention. Finally, a supportive work environment exerts a positive and significant influence on employee retention through the mediation of organizational engagement.*

Keywords: *Supportive Work Environment, Organizational Engagement, and Employee Retention*