

ABSTRAK

Erfia Dwi Sinta Putri Erlinda. (2025). Pengaruh *Performance Appraisal & Future Growth, Training & Development*, Dan *management Support To Employees* Terhadap *Employee Retention* Pada Pt Pln Up3 Madiun. Skripsi. Program studi manajemen. Fakultas ekonomi dan bisnis. Universitas PGRI Madiun. Dosen Pembimbing: (I) Dr. Karuniawati Hasanah, S.E., M.M. (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh performance appraisal & future growth, training & development, dan Management Support To Employees terhadap employee retention pada PT PLN UP3 Madiun. Seperti halnya banyak perusahaan di sektor publik maupun swasta, PT PLN UP3 Madiun juga menghadapi tantangan dalam mempertahankan karyawan, pekerja yang memiliki karakteristik dan ekspektasi kerja yang berbeda dari generasi sebelumnya. Pergantian karyawan yang cukup tinggi dalam beberapa tahun terakhir, terutama pada tenaga kerja non organik dan kontrak, menjadi indikasi bahwa terdapat masalah dalam aspek retensi karyawan. Penelitian ini menggunakan pendekatan kuantitatif dengan data skunder yang diperoleh melalui laporan keuangan. Teknik analisis yang digunakan adalah regresi linier berganda dengan bantuan aplikasi SPSS versi 21. Hasil penelitian menunjukkan performance appraisal & future growth tidak berpengaruh signifikan terhadap employee retention pada PT PLN UP3 Madiun. Training & development tidak berpengaruh signifikan terhadap employee retention pada PT PLN UP3

Madiun. Management Support To Employees berpengaruh positif dan signifikan terhadap employee retention pada PT PLN UP3 Madiun.

Kata Kunci: *Performance Appraisal & Future Growth, Training & Development, Management Support To Employees, Employee Retention*

ABSTRACT

Erfia Dwi Sinta Putri Erlinda. (2025). The Effect of Performance Appraisal & Future Growth, Training & Development, and Management Support to Employees towards Employee Retention at Pt Pln Up3 Madiun. Skripsi. Management study program. *Faculty of Economics and Business*. Universitas PGRI Madiun. Dosen Pembimbing: (I) Dr. Karuniawati Hasanah, S.E., M.M. (II) Robby Sandhi Dessyarti, S.E., M.M.

This study aims to analyze the effect of performance appraisal & future growth, training & development, and management support to employees towards employee retention in the case study of Matahari Pink Inspiration. Like many companies in the public and private sectors, Matahari Pink Inspiration also faces challenges in retaining employees, whose characteristics and work expectations differ from previous generations. The relatively high employee turnover in recent years, particularly among non-organic and contract workers, indicates a problem in employee retention. This study used a quantitative approach with secondary data obtained from financial reports. The analysis technique used was multiple linear regression with the help of SPSS version 21. The results show that performance appraisal & future growth do not significantly influence employee retention at Matahari Pink Inspiration. Training & development do not significantly influence employee retention at Matahari Pink Inspiration. Management support to employees has a positive and significant effect towards employee retention at Matahari Pink Inspiration.

**Keywords: Performance Appraisal & Future Growth, Training &
Development, Management Support, Employee Retention**