

Employee Retention Strategy: Analysis Path Career, Compensation Benefit, Organization Commitment & Reward System

Azmieti Kurnia Sinta^{1*}, Bekti Setiadi², Jumawan³, Endah Suci Damayanti⁴,
Josua Panatap Soehaditama⁵

Institut Transportasi dan Logistik Trisakti¹, Sekolah Tinggi Penerbangan
Aviasi², Universitas Bhayangkara Jakarta Raya^{3,4}, Institut Keuangan
Perbankan dan Informatika Asia Perbanas⁵

Corresponding Author: Azmieti Kurnia Sinta, azmieti.sinta@gmail.com

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ABSTRACT

The purpose of this literature review research is to see the correlation between the independent variable and the dependent variable, the novelty found is that there is a new framework in this study and previously there has been no constellation of problems like this research, the methodology uses a literature review study of various national and international journals, the results of this study are the significance between variables and the results of this study are the novelty of the framework model and new articles that have not previously been studied by other researchers. In the future, research can be developed with the variables in this scientific article with research methods, references, or objects used.

INTRODUCTION

Employee retention is the ability of a company to retain professional, productive and quality employees, usually calculated on a yearly basis or over a specified period of time. The term is of English origin and can be translated as Employee Retention. Employee retention is the opposite of employee turnover, and employee retention can be interpreted as a company's ability to retain human resources (HR). (Suikkanen, 2010); (Alhmoud & Rjoub, 2020); (Degbey et al., 2021)

Employees are more motivated when the work environment is comfortable and less conflicted, as they walk into the office more triumphantly. It's different when there is a seniority system, but in general, new employees tend to feel anxious and pressured every time they come to work. Creating a good working atmosphere and working together is very difficult, but the future impact is huge, especially in the area of corporate development. Once I understand the importance of employee relationships, I hope I can apply them to my personal life, especially as a leader. If you want your business to grow rapidly, you need to build employee relationships with your employees. Both are bottom-up because the main key lies in the cooperation of all the elements in it. (Erickson, 2015); (Chatzoudes & Chatzoglou, 2022); (Susanto et al., 2023); (Susanto & Sawitri, 2022); (Nuraeni et al., 2022).

(Asadullah et al., 2021) Competition in the business world is getting fiercer and the people behind it must look for loopholes to make their businesses even bigger in the future. Other factors such as career development are also included when answering employee relations. (Candra Susanto & Henokh Parmenas, 2021) The methods used also vary widely and can be adapted to each company's policies. (Moore et al., 2020) Career development increases labor productivity and increases the likelihood that a company will move faster. Especially when supported by the cooperation of all the elements within it by looking for different new innovations according to target markets and audiences. (Nisar et al., 2021)

Here are the scales: The less often new employees enter and leave the company, the higher the employee loyalty of the company How to improve employee retention If your retention rate is still poor or well below 90%, that's not the end of the company. Here are five strategies you can implement to increase employee retention. A. Clear communication and expectation, Clear communication helps employees understand their responsibilities, expectations, and how their work aligns with company-wide goals. Make sure this is explained from the beginning when your employees start their first day on the job. B. Recognition, You can increase morale and job satisfaction by acknowledging and rewarding your employees for their hard work and contributions. Recognizing an employee of the month is one way to bring recognition to your company that isn't as difficult as it gets. Of course, this can be compensated by giving bonuses and other attractive rewards according to the company's budget. Also make sure you have a performance appraisal system that is conducted regularly and fairly and that allows employees a period of time to receive and provide complete feedback on their performance

and how it benefits the company. please give me. C. Compensation and Benefits, by offering competitive salary and benefits packages, you can attract and retain employees. This may include health insurance, retirement benefits, shared vacation rights, or anything else that can provide employees with a decent and productive life. D. positive work culture Creating a positive work culture that respects employees and fosters collaboration can create a supportive and inclusive work environment. Facilitating professional development opportunities such as training, conferences and workshops help employees grow professionally and become more involved in their work. E. work and life balance Promoting work-life balance initiatives such as Flexible working hours, for example, help employees maintain a healthy work-life balance.

A good work environment definitely contributes to the enthusiasm of all elements. Such a situation has a positive effect. One is increased productivity through improved morale. (Vivian Madueke & Chimezie Emerole, 2017) Competition in the workplace is normal, but don't let it divide your co-workers. If this situation continues, the most dangerous risk is to exit the company because it is difficult to develop. In existing cases, co-workers often spoil each other by spreading ugly language and cruel slander. (Tiwari, 2013) Given the role of employees as the key to a company's success, employee relationships must be implemented. (Dagogo & Amina, 2019). One of the most important benefits of employee relations is the opportunity to increase productivity. This point is closely related to increasing work motivation and cooperation with various parts of the company (et al., 2015).

THEORETICAL REVIEW

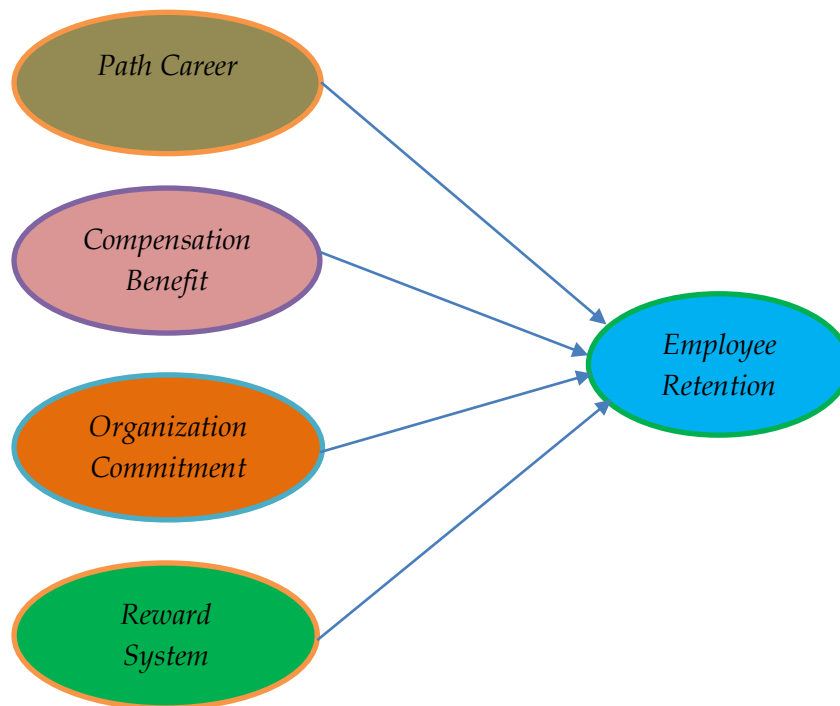
Academic papers use a qualitative method using a literature search model of dozens of academic papers derived from academic papers from reputed international and national journals, composed of variables for that paper. A researcher wants to obtain the results of the author's perspective and recommendations from the descriptive results of a review article on a variable. It is provided in two tables as follows.

Table 1
 Matrix Literature Review

No	Title Article	Author & Years	Result
1	Employee Retention: A Review of Literature	(Das, 2013)	Significant
2	A Review of Employee Motivation Theories and their Implications for Employee Retention within Organizations	(Ramlall, 2004)	Significant
3	The Importance of Developing Strategies for Employee Retention	(Cloutier et al., 2015)	Significant
4	A Literature Review on	(Singh, 2019)	Significant

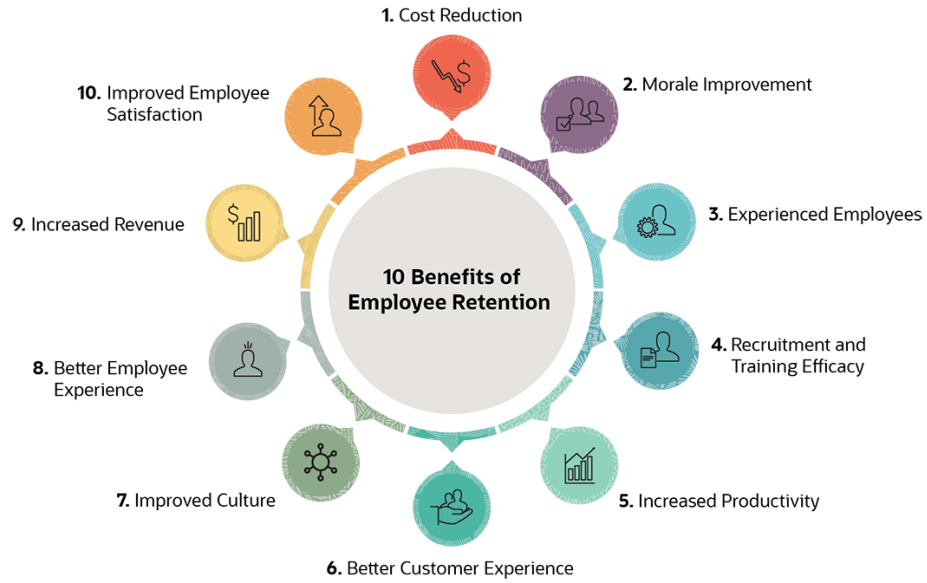
	Employee Retention with Focus on Recent Trends		
5	Employee retention: Organisational and personal perspectives	(Kyndt et al., 2009)	Significant
6	The effect of training on employee performance	(Mengjun, 2018)	Significant
7	Study on Employee Retention and Commitment	(Mita et al., 2022)	Significant
8	Factors Influencing Employee Retention : An Integrated Perspective	(Shakeel, 2015)	Significant
9	Exploring the Relationship between Employer Branding and Employee Retention	(Tanwar & Prasad, 2016)	Significant
10	Study on factors influencing employee retention in companies	(Rakhra, 2018)	Significant
11	Employee retention and organizational performance: Evidence from banking industry	(Al Kurdi et al., 2020)	Significant
12	Challenges and Strategies for Employee Retention in the Hospitality Industry: A Review	(Ghani et al., 2022)	Significant
13	Determinants of Employee Retention in Telecom	(madiha shoiab, ayesha noor, sajid bashir, 2009)	Significant
14	Employee Retention Models and Factors Affecting Employees Retention in IT Companies	(Kaur, 2017)	Significant
15	Strategic human resource management and public employee retention	(Fahim, 2018)	Significant
16	A Systematic Review of Employee Retention: What's Next in Pakistan?	(Aman-Ullah et al., 2020)	Significant
17	Employee Retention Now a Big Issue: Why the Tide has Turned	(Bersin, 2013)	Significant
18	Determinants of Employee Retention	(Silva et al., 2019)	Significant
19	Employer branding: perceived organisational support and	(Arasanmi & Krishna, 2019)	Significant

	employee retention – the mediating role of organisational commitment		
20	Effects of Job Organizational Culture, Benefits, Salary on Job Satisfaction Ultimately Affecting Employee Retention	(Iqbal et al., 2017)	Significant
21	Perceived learning opportunities, behavioral intentions and employee retention in technology organizations	(Steil et al., 2020)	Significant



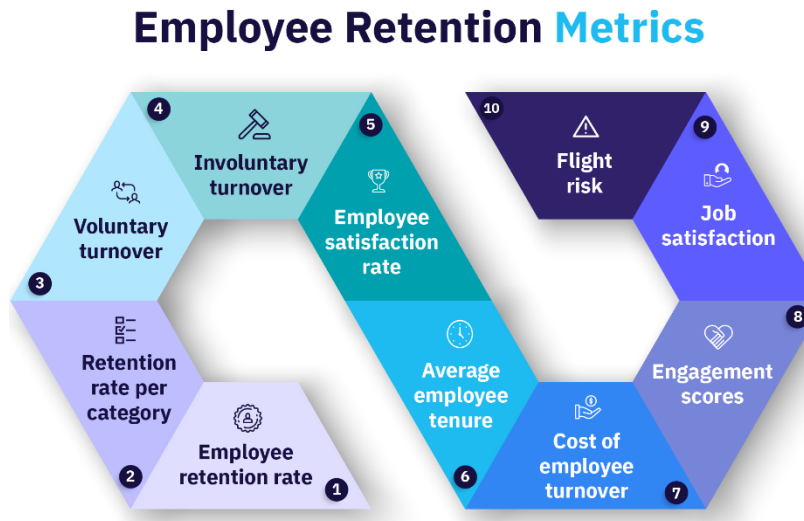
Picture 1
 Conceptual Framework Research

Source: Novelty Researcher



Picture 2
Employee Retention Cycle

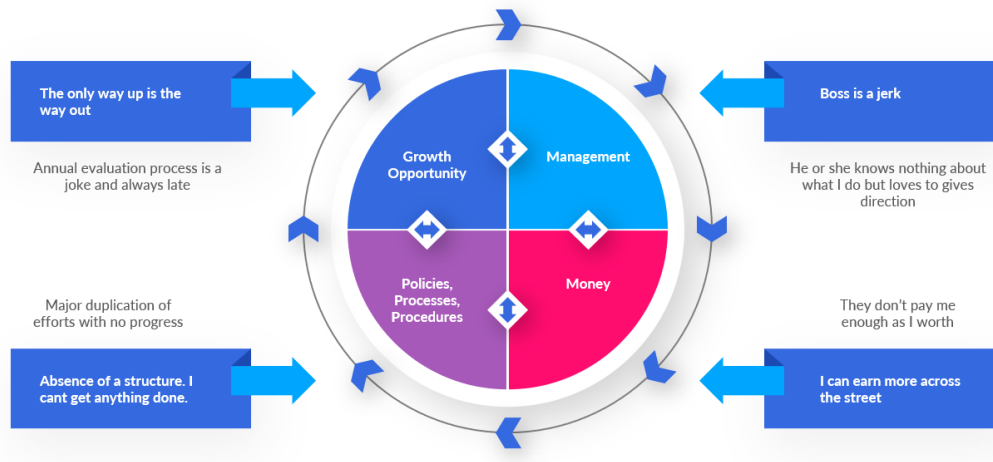
Source References: <https://www.netsuite.com/portal/resource/articles/human-resources/employee-retention-benefits.shtml>



Picture 3
Employee Retention Metrics

Source References: <https://www.aihr.com/blog/employee-retention-metrics/>

EMPLOYEE RETENTION



Picture 4
Employee Retention Plan

Source References: <https://powerslides.com/>

METHODOLOGY

Literature research is used to research and understand company documents, theoretical underpinnings, and information relevant to the issue under investigation to obtain material that serves as the theoretical basis for compiling this research. This study was conducted by collecting data from textbooks, international journals, Internet sources, and other studies relevant to this study. The data collected are prepared, analyzed, and further processed using developed rationales so that conclusions can be drawn from the data. Data gathered from the reading outcomes are then assessed by choosing the relevant materials or ones that are still relevant to the investigation. Based on the findings of further data analysis, a conclusion from the topic under study has been summarized and reached. This process of analysis uses content analysis, i.e., a detailed explanation stage, a data analysis technique that analyzes the nature, characteristics, content and context of the data, interprets them theoretically, and draws conclusions using reasons is executed as.

RESULTS

Employee retention is the phenomenon in which employees choose to stay with the company where they currently work. Companies with high employee retention tend to have engaged and loyal employees. Employees at these companies do not actively seek opportunities at other companies. Employee retention is always present when a company makes every effort to attract the best employees from the moment they are hired. As the person responsible for finding potential employees, HRD plays an active role in ensuring that the company retains employees for the long term. And the two work together to create the best employee retention strategies. Employee retention is a top

priority for today's leading HR organizations. Maintaining and increasing employee loyalty at the same time has a direct impact on a company's performance, as it succeeds in achieving a company's balance or synergy sustainability management. Having a large number of suitable and qualified employees makes it easier for a company to achieve its business goals. To some extent, qualified employees are a long-term corporate asset. A good employee retention strategy can also reduce the cost of replacing lost employees. Facts collected by Gallup show that the cost a company must incur when changing an employee is half an employee's annual salary to twice his. Employee retention is expressed as a percentage and later.

DISCUSSION

X1: A career path or career path is defined as a set of positions that each employee must go through to reach a certain level of position within a company. This career path is generally based on the job competence profile required to hold a particular position. The career paths expected of employees are typically bottom-up and vertical. A clear and structured career path motivates employees to perform better. This is one of the benefits of career development. In addition, better performance means employees are following their passions. Because they already love their jobs. This allows companies to easily map their employees according to their competencies. Along with knowledge of employee capabilities, the presence of this mapping has long-term effects. Especially for the effectiveness and efficiency of the company's performance.

X2: Compensation refers to remuneration in the form of monetary or in-kind benefits given to employees of a company or organization. In the form of money, rewards are called wages. Benefits, on the other hand, are additional provisions beyond the company's compensation for its employees. In principle, benefits are non-cash benefits that contribute to employee well-being. The role of compensation and benefits is critical in hiring and retaining qualified and talented employees. One of the HR models you can use to attract the best talent is to offer compensation and benefits that employees won't be able to refuse. Compensation and benefits are important aspects of employee satisfaction in the workplace as they directly affect employee performance and job motivation. Therefore, it is very important for HR departments to ensure that the compensation and benefits offered to employees are attractive in order to keep employee morale high. HR is the most important aspect of a company. The better the company's employees, the better the production and profits. Proper handling of compensation and benefits in the workplace contributes significantly to a company's employee satisfaction.

X3: Organizational commitment is the state in which an employee stands by a particular organization and its goals and aspirations to maintain membership in the organization. According to Stephen P. Robbins, high professional commitment means advocating for a person's specific tasks, and high organizational commitment means standing by the organization that hired them. defined. In the school system, teachers are professionals who directly interact with students. Therefore, in fulfilling their duties as educators, teachers should implement policies with specific objectives and have a strong commitment to

their schools. I can. The influencing factors that influence organizational commitment are: Personal factor, in studying human traits, her two types of variables were generated: gender, age, education level, race, and demographic variables related to organizational engagement expressed as personality traits. Temperament variables, on the other hand, relate to personality, values, and interests. Work experience, most studies focus on the work experience variable as the strongest variable most consistently associated with emotional engagement. Cultural factors The study of factors influencing organizational engagement is related to culture, which has a significant impact on organizational management ideas, practices, and values.

X4: Each organization uses various rewards or incentives to attract, keep people and motivate them to achieve personal goals and goals organization. The amount of reward depends mainly on many things, Determined by the degree of achievement achieved. Also determine the form of remuneration The nature or form of the achievements achieved and who will be rewarded. A reward system is made up of all the components of an organization. People, processes, rules and procedures, and decision-making activities. In return, participate in the distribution of compensation and benefits to employees For contributions to the association. Compensation is not measured by materials alone. May be influenced by interactions with people and the organizational environment Certain people are aroused by financial or material incentives. Economic benefit (financial reward). Performance-based compensation plans are one of the most important management tools companies use to motivate their employees to achieve their expected goals. This system is required when a company enters a business environment that requires the use of knowledge workers. In other words, labour-power and means of production are united as one within the labour-power. External rewards, on the other hand, consist of rewards given to individuals, whether in the form of direct, indirect, or non-monetary rewards. Direct salary is paid directly in the form of raises, profit sharing, and bonuses based on individual performance. Indirect Compensation is a payment made for the welfare of an employee. Insurance. Non-monetary compensation may take the form of additional company offerings to employees. Workplaces with special locations and facilities, special parking spaces, special titles, and personal assistants.

CONCLUSIONS AND RECOMMENDATIONS

Provide some conclusions and the implementation of the research results.

FURTHER STUDY

It can still be developed by other researchers in the future, this research has limitations of not using semi-structured data analysis and the absence of structured interviews with respondents and informants.

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