



Analysis of the impact of selection and recruitment , training and development, compensation and organizational culture on employee retention

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INFO ARTIKEL

Abstract

Keywords:

-Selection and Recruitment ,
-Training and Development ,
- Culture Organization , -
Retention Employees .

Objective from study This among others, As Following : a). Analyze connection between the selection and recruitment processes with retention employees . b). Evaluate impact training and development to retention employees . c). Analyze role compensation in influence retention employees. d). Research impact culture organization to retention employees . e). Serve understanding comprehensive about influencing factors retention employees . The result of study This is an effective selection and recruitment process can increase level retention employees . Method comprehensive and precise selection can help choose suitable employees with need organization and owning commitment period long to company. Directed and continuous training and development can increase skills and knowledge employees , System fair and competitive compensation can become factor important in maintain employees . Employee tend stay with the company that offers adequate and consistent compensation with market value . Culture a positive and inclusive organization , where employees feel cherished , owned trust , and gain support , yes increase retention employees . Factors like values company , policy management , and climate good work can contribute to desire employee For still is at in organization

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INTRODUCTION

Enhancement retention employee is one objective main pursuit by the organization in effort guard stability power work and minimize level replacement employees. Retention good employee own impact positive to performance

organization in a way overall. For reach objective the organization need notice a number of factor important, incl selection and recruitment, training and development, compensation, and culture organization.

Effective selection and recruitment is step crucial start in obtain qualified and potential employees tall For still endure in organization. Good selection process can help identify suitable candidate with needs and values organization, as well own relevant competencies with position to be filled. In contrast, recruitment does not appropriate can impact negative to retention employees, because can produce incompatibility between employees and organizations.

Besides selection and recruitment, training and development also have role important in increase retention employees. Through structured and relevant training programs, employees can develop required skills and knowledge For carry out tasks they with effective. Good training can also be done gives a sense of recognition to employees, improve satisfaction work, and motivate they For still endure in organization. No lost Importantly, fair and competitive compensation can also be influence level retention employees. Employees who feel that their wages and benefits accept comparable with contribution they tend more motivated For still is at in organization. On the contrary, dissatisfaction to compensation can become factor pusher main behind decision employee For look for more opportunities well in place other.

Besides factors that, culture Organizations can too role in influence retention employees. Inclusive, respectful culture diversity, provide freedom argue, and encourage collaboration can create climate positive and interesting work for employees. On the contrary, a toxic culture or No support can trigger dissatisfaction and reluctance For still is at in organization. In context this, research This aim For analyze impact selection and recruitment, training and development, compensation, and culture organization to retention employees. Through in depth analysis to factors This is expected study This can give more understanding Good about How organization can increase level retention employee them. With Thus, organization can develop effective strategies in maintain power potential work high and reaching superiority competitive in environment dynamic business.

Selection and recruitment is an important process in identify, attract, and select employee suitable potential with needs and values organization. This process own significant impact to retention employee in Long term. A effective selection and recruitment can ensure that selected employees own appropriate abilities, qualifications and competencies with demands job. In other words, a good selection process can produce employees who have high suitability with organization and role to be they run.

Training and development is aspect important in increase retention employees. Through effective training programs, employees can develop required skills, knowledge and competencies For carry out tasks they with more good. Good training program can give benefit double for employees and organizations. Employees who follow training feel recognized and invested in by the organization. They own chance For increase skills and knowledge them, which in turn can increase trust self and motivation they in operate tasks job.

Development, compensation, and culture organization is three important factor in influence retention employees. Development employee through training, coaching, and opportunities for growth career is aspect important in maintain employees. When employees feel that organization give attention and investment in development them, them tend feel appreciated and motivated for still be inside

organization. Structured and relevant development program help increase skills, knowledge, and abilities employees, so increase satisfaction work and motivation for still contribute.

Retention employee refers to ability organization for maintain qualified and potential employees tall in period a long time. This thing become important Because level replacement high employees can own impact negative impact on productivity, continuity, and success organization in a way overall. Retention good employee bring benefit for organization. First, organization can avoid associated costs with replacement employees, like cost recruiting, training, and adjustment. Employees who survive in organizations also have valuable knowledge and experience, which can help organization in guard continuity operational and improving efficiency. Besides that is, retention high employees reflect satisfaction and engagement employee to organization. Employees who feel appreciated, supported, and owned opportunity development career tend more bound in a way emotional and motivational. They more tend contribute in a way active, share knowledge, and collaboration with colleague work. This thing help create environment positive, productive and innovative work.

Based on background behind that, you can concluded objective from study This among others, As Following : a). Analyze connection between the selection and recruitment processes with retention employees. b). Evaluate impact training and development to retention employees. c). Analyze role compensation in influence retention employees. d). Research impact culture organization to retention employees. e). Serve understanding comprehensive about influencing factors retention employees.

Formulation possible problems taken from objective the including, among others following :

1. What influence selection and recruitment to training and development ?
2. What influence training and development to compensation ?
3. What influence compensation to culture organization ?
4. What influence selection and recruitment to culture organization ?
5. What influence influence selection and recruitment, training and development, compensation, culture organization, against rent employee.

LITERATURE REVIEW

Selection and Recruitment

Selection and recruitment are two related processes in management source Power human somewhere organization . Recruitment is the process of attraction and recruitment employee potential For fill in available positions in organization . Objective from recruitment is interesting qualified and potential individuals For become part from organization that . Recruitment process involve steps like announcement vacancies , search candidate , deployment advertisement work , collection application , and initial process selection .

Selection is a selection process employee potential from applicants who have register during the recruitment process . Objective from selection is choose candidate best most suitable with condition existing position in organization . Selection process

involve assessment and evaluation to qualifications, skills , experience , personality , and potential candidate through interviews , tests , assessments , and references .

By overall , recruitment and selection each other related and constitutive stages important in management power work in the organization . Recruitment aim For interesting candidate qualified employees , meanwhile selection aim For choose employee best from existing candidates . These two processes contribute to building team effective and creativeness suitability between individuals and organizations .

Training and Development

Training and development (P&P) is a systematic process by design For increase knowledge , skills , competencies , and performance employee in organization . P&P is effort made by the company For give education and teaching to employees to order them can develop ability and potential they in a way effective.

Training is activities that focus on giving knowledge and skills Specific to employee For fulfil need work them . This can covers training practical , training technical , training interpersonal skills , or training in use equipment or technology certain . Objective from training is For increase competence and performance employee in their job _ do . Development , on the other hand , focuses on improving ability, potential , and knowledge employee in period long . Development involve effort For expand understanding employee about environment work , improve ability leadership and managerial , developing Skills Analytical , and preparing employee For more role _ tall in organization . Development employee can done through formal training programs , learning independent , mentoring, or participation in projects special .

By overall , training and development aim For increase knowledge , skills, motivation , and performance employees . With give appropriate training and opportunities good development, organization can increase ability employees , optimize potency them, and create environment innovative and developing work .

Compensation , and Culture Organization

Compensation and culture organization are two factors important in context retention employees. Compensation refers to the salary and benefits provided to employee as rewards on contribution they in organization . Compensation can covers wages principal , allowances, bonuses, incentives , packages benefits , and opportunities development career . Objective from compensation is For ensure well-being financial employees , provide award on good performance , and motivating they For still endure in organization . Fair , competitive and appropriate compensation with contribution employee can become factor important in influence retention employees .

Culture organization refers to existing values , norms , beliefs and behavior in something organization . Culture organization reflect method organization operate, interact, and manage employees . A positive , inclusive and supportive culture create environment enjoyable and motivating work for employees . Factors like justice , mutual trust , cooperation , recognition , and opportunity development in culture organization can influence retention employees . Strong and positive culture can help create employees who are engaged, loyal and contributing in a way active in organization .

In context retention employees , fair and competitive compensation as well as culture positive and supportive organization can become factor key . Employee tend still endure in organization when they feel appreciated , supported , and owned

chance For growing . Therefore that , organization need pay attention and manage with Good aspect compensation and culture organization For increase retention qualified and potential employees high .

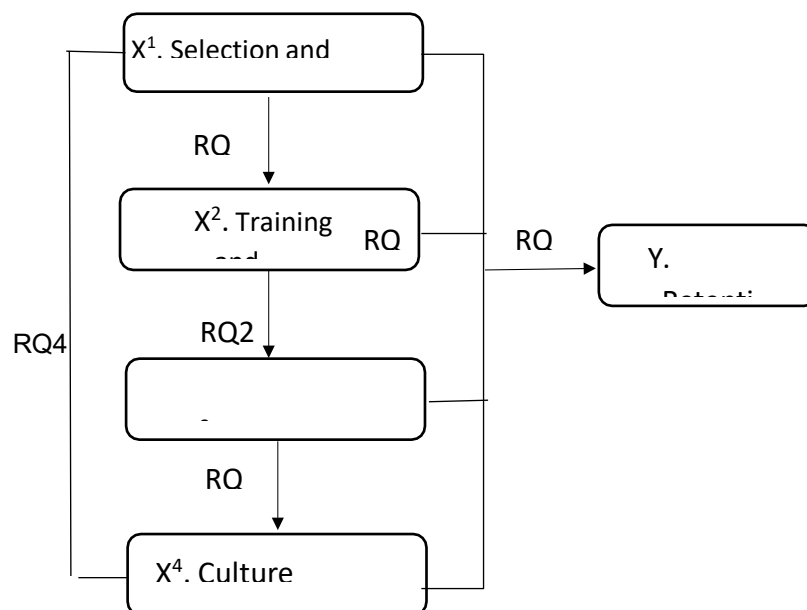
Retention Employee

Retention employee refers to ability something organization For maintain existing employees There is in period a long time . Retention employee become important Because own skilled , experienced , and engaged employees emotional with organization can give various benefits , such as continuity operational , improvement productivity , and stability organization .

Retention employee involve effort For maintain employees who have involved in organization , incl employees who have potency tall For growth and development more continue . This involve create environment positive work , giving opportunity development career , support balance work-life , giving fair compensation, and constructive connection strong work between employees and organizations . Organization can apply various strategies and policies For increase retention employees , such as development programs employees , opportunities promotions , flexibility time work , benefits employees , recognition on achievements, as well policies and practices supportive management well-being and satisfaction employees .

In effort maintain employees , organizations need understand influencing factors decision employee For still endure or leave organization , like chance development , climate work , culture organization , balance work-life , compensation, and relationships with superiors and colleagues work . With pay attention and fulfill needs and hopes employees , organizations can increase level retention employees and create environment sustainable work .

Framework Image Think



- RQ1 : Influence Selection and Recruitment (X1) against Training and Development (X2)
- RQ2 : Influence Training and Development (X2) against Compensation (X3)
- RQ3 : Influence Compensation (X3) against Culture Organization (X4)
- RQ4 : Influence Selection and Recruitment (X1) against Culture Organization (X4)
- RQ5 : Influence Selection and Recruitment (X1), Influence Training and Development (X2), Influence Compensation (X3), Culture Organization (X4) to Retention Employee (Y)

RESEARCH METHODS

Method used in study This is a system of literature review (SLR), namely A method research used with method review and summarize results research that has been carried out (primary research) for serve more facts complete (Siswanto, 2012), Rimbano, D dkk (2022) atau (Rimbano, D. dkk, 2022). Based on search data using the keywords and criteria in the database or Google Scholar above, then whole into 40 journals.

RESULT

Effective selection and recruitment process can increase level retention employees. Method comprehensive and precise selection can help choose suitable employees with need organization and owning commitment period long to company. Directed and continuous training and development can increase skills and knowledge employees, improve quality Work them, and give chance For growth career. This thing can push employee For still endure in organization. System fair and competitive compensation can become factor important in maintain employees. Employee tend stay with the company that offers adequate and consistent compensation with market value. Incentive addition such as performance bonuses or profit additional ones are also possible influence retention employees. Culture a positive and inclusive organization, where employees feel cherished, owned trust, and gain support, yes increase retention employees. Factors like values company, policy management, and climate good work can contribute to desire employee For still is at in organization.

RQ1 : Influence Selection and Recruitment (X1) against Training and Development (X2)

Selection and recruitment process own role important in form effectiveness of training and development programs in something organization. Selection and recruitment process employee in a way direct influence ability they For get benefit from initiative training and development as well as development they in a way whole inside company.

Effective selection and recruitment process ensure that the right candidate chosen For position certain. With thorough way evaluate skills, qualifications and competencies from applicants, organizations can identify individual who owns potency For growth and development. This thing possible happen more harmony Good between the training programs offered and needs employees. During the selection and recruitment process done with OK, This increase possibility For

recruiting Motivated and responsive individual to chance learning and development. Employee like This more tend active involved in training and implementing programs acquired knowledge and skills in work them.

On the other hand, if the selection and recruitment process not enough Good or No adequate, yes produce recruitment employees who don't suitable with organization or less own potency For growth. In case the initiative training and development Possible No give expected result, because employee Possible experience difficulty in understand concepts their face difficulty in implement it in role them. Aside that, the selection and recruitment process can also be done influence perception whole related training and development within organization. When the candidate employee see that company value continuous learning and development and integrating them to in the selection and recruitment process, This give strong message about commitment company to growth employees. This is in turn interesting appreciative individual development personal and professional, creating positive and responsive environment to initiative training.

By conclusion, selection and recruitment process own significant influence to effectiveness of training and development programs. With selecting and recruiting candidates who have potency For growth and development, organization can create power more work Possible get benefit from initiative training and contribute to success whole company. Therefore that, organization must endeavor improve and optimize the selection and recruitment process they For increase impact training and development to growth employees and performance organization.

RQ2 : Influence Training and Development (X2) against Compensation (X3)

Training and development own significant influence to compensation employee in something organization. When the company invest time, source power, and effort For train and develop employee them, This can influence level compensation provided to them.

Through effective training, employees can increase skills, knowledge, and abilities they in operate tasks job. With so, they are can give more contribution valuable and productive to organization. Companies tend to value enhancement performance and productivity produced by employees who have undergo training and development and this can reflected in enhancement compensation provided to them. Besides Therefore, training and development can also be done help employee develop competence relevant new with demands work and needs organization. Employees who own Skills special and rare knowledge or valuable own Power pull more big in the power market work. Therefore that, company Possible give more compensation tall as form award to investment they in training and development employee that.

Furthermore, training and development can also be done increase motivation and loyalty employee to company. When employees feel supported and valued by the organization through good training and development programs, they tend more satisfied with work them and have desire more tall For still is at in company. In matter this, company Possible give compensation addition as incentive For maintain employees who have invest in development them.

RQ3 : Influence Compensation (X3) against Culture Organization (X4)

Compensation own significant influence to culture organization. System compensation applied by a organization can shape and influence culture the work involved When a organization apply system fair, transparent and appropriate

compensation with contribution and value provided by employees, This can create culture valued and appreciative organization employees. Fair compensation give confession to Work hard workand achievement employees, who in turn increase satisfaction work, motivation, and commitment employee to organization. Besides that, system Competitive and consistent compensation with market value can also be form culture competitive organization. Employee tend compete in give performance best they For get more compensation high. This thing can push culture proactive, innovative and achievement - oriented work objective organization.

Furthermore, compensation can also be obtained influence culture Work related collaboration and team work. If the organization apply system compensation that takes into account Work team and cooperation between employees, here can push culture inclusive work, where employees each other support and work The same For reach objective together.

Besides Therefore, compensation can also be obtained influence culture organization related awards and recognition. When employees accept adequate and considered compensation comparable with contribution them, This can create culture work where rewards and recognition given to those who perform high. This can motivating employee For Keep going increase performance them and achieve more results good.

By overall, compensation own strong influence to culture organization. System Fair, competitive and consistent compensation with value and contribution employee can form culture a valued, competitive, collaborative, and reward - oriented organization. Therefore that's important for organization For design and implement system appropriate compensation To use create culture desired and supportive work objective organization.

RQ4 : Influence Selection and Recruitment (X1) against Culture Organization (X4)

Selection and recruitment process own significant influence to culture organization. How organization selecting and recruiting employee new will has an impact on the values, norms and attitudes that develop in environment work.

Comprehensive and precise selection process can help organization get suitable employees with values and needs culture organization. In selection, company can identify candidates who have characteristics and skills that align with desired culture. This thing can strengthen and maintain culture desired organization. Besides Therefore, proper recruitment also plays a role important in form culture organization. With choose employees who have commitment and conformity culture, organization can strengthen desired values and norms in environment work. Suitable employees with culture organization own possibility more tall For adapt and contribute in a way positive in environment work already established. selection and recruitment process is not appropriate can impact negative on culture organization. If the organization No involves a comprehensive selection process, employees who do not in line with culture organization can enter to in company. This thing can cause tension, conflict, and disharmony in environment work.

Therefore that's important for organization For ensure that the selection and recruitment process done with kind and attentive suitability culture organization. Organization must own criteria clear selection and carry out comprehensive evaluation to candidate. Besides it, involves staff involved in the selection and recruitment process can help ensure that decision taken in line with desired culture.

By overall, selection and recruitment process own significant influence to

culture organization. With selecting and recruiting suitable employees with desired culture, organization can strengthen and maintain desired culture. Therefore that, organization must ensure that the selection and recruitment process done with careful and attentive suitability culture organization.

RQ 5: Influence Selection and Recruitment (X1), Influence Training and Development(X2), Influence Compensation , (X3), Culture Organization (X4) to Retention Employee(Y)

Influence Selection and Recruitment, Training and Development, Compensation, and Culture Organization to Retention Employee Retention employees, or ability company For maintain Quality employees are greatly influenced by various factors factors, incl selection and recruitment, training and development, compensation, and culture organization. In study this, us will analyze influence factors This to retention employees.

DISCUSSION

First, selection and recruitment own influence significant to retention employees. Good selection process can help organization choose the right employee in accordance with needs and culture company. Appropriate employees with values and goals organization tend to have more commitment high and probable more long stay in period long.

Second, training and development also has significant influence to retention employees. Through a structured and ongoing training program, employees can increase skills, knowledge, and competencies them. This thing not only give benefit for employee in development career them, but also improve satisfaction work and engagement they to company. Employees who feel supported in development they tend more loyal to organization.

Third, compensation also plays a role important in retention employees. Fair and competitive compensation can become factor decider for employee in decide stay in organization. If employees feel that they appreciated and given appropriate reward with contribution them, they will more motivated to stay and perform good.

Lastly, culture organizations also have significant influence to retention employees. Culture a positive, inclusive, and supportive organization give environment enjoyable and motivating work for employees. Employees who feel cherished, owned trust, and engage in culture strong organization tend more motivated to stay in organization.

By overall, factors like selection and recruitment, training and development, compensation, and culture organization each other interact and contribute to retention employees. In frame maintain qualified employees, company need pay attention and manage factors This in a way effective. With give proper attention to factors the company can increase level retention employees and build continuity source Power strong human.

CONCLUSION

Based on analysis, can concluded that selection and recruitment, training and development, compensation , and culture organization own significant influence to retention employees. Good selection process can help get suitable employees with values and goals organization, temporary training and development give

support in development career employees. Fair compensation and culture Positive organization also plays a role in maintainquality employees.

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