

**THE INFLUENCE OF WORK ENVIRONMENT AND COMPENSATION ON
EMPLOYEES' RETENTION AT PT. CEMINDO GEMILANG
BENGKULU CITY**

By
Ifan Caesar Ramadhan ¹⁾
Neri Susanti and Nirta Vera Yustanti ²⁾

ABSTRACT

PT. Cemindo Gemilang is a premium quality cement producer through the brands Merah Putih cement and Chinfont cement, which is a Vietnamese subsidiary that is committed to maintaining the best quality through a professional workforce. The aim of the research is to determine the influence of work environment and compensation on employees' retention at PT. Cemindo Gemilang Bengkulu City. This type of research is correlational, namely research to determine the influence and level of influence between two or more variables without any attempt to influence these variables. The sample in this study used a total sampling technique, where the entire population was sampled, with totaling 42 people. Based on the research results, there is an influence of work environment (X_1) on employees' retention (Y) at PT. Cemindo Gemilang with a sig value $<\alpha$ ($0.001 < 0.05$) and t count $> t$ table value ($2.571 > 1.681$) thus H_0 is rejected and H_a is accepted. From the significance value obtained, the variable X_1 has a positive influence on employees' retention (Y). There is an influence of compensation (X_2) on employees' retention (Y) at PT. Cemindo Gemilang with a sig value $<\alpha$ ($0.004 < 0.05$) and t count $> t$ table value ($2.571 > 1.681$), thus H_0 is rejected and H_a is accepted. From the significance value obtained, the variable X_2 has a positive influence on employees' retention (Y). The sig value is $<\alpha$ 0.05 and F count $> F$ table ($16.373 > 2.83$) so it can be concluded that together the independent variables have a positive effect on the dependent variable.

Keywords: Environmental Influence, Compensation, employees' Retention.

- 1) Student (Management)
- 2) Supervisors

