

ABSTRACT

This study aims to analyze the effect of training, career development, and work life balance on employee retention with job satisfaction. This study consists of three independent variables, one dependent variable, and one mediating variable. The independent variables in this study are training, career development, and work life balance. The dependent variable in this study is employee retention. The mediating variable in this study is job satisfaction.

The population in this study were all permanent employees of Restu Artha Makmur as Bank Perkreditan Rakyat in Semarang Regency. The sample used saturation sampling, amounting to 90 respondents. The data collection technique is done by using a questionnaire. Analysis of research data using SEM (Structural Equation Modeling) analysis which is operated through the SMART PLS 3.3.3 program.

The results of this study indicate that training on employee retention has a positive and significant effect. Career development on employee retention has a positive and significant effect. Work Life Balance on employee retention has a positive and significant effect. Job satisfaction as a mediating variable has negative and insignificant in mediating the effect of training and employee retention. Job satisfaction has positive and significant in mediating the effect of career development and employee retention. Job satisfaction also has positive and significant in mediating the effect of work life balance and employee retention. Job satisfaction on employee retention also has a positive and significant effect.

Keywords: training, career development, work life balance, job satisfaction, employee retention