

ABSTRAK

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Program Studi : Manajemen
Judul : Pengaruh *Training and Development*, *Job Satisfaction* dan *Job Security* Terhadap *Employee Retention* pada Bank BTN Syariah Medan

Penelitian ini bertujuan untuk menguji pengaruh *training and development*, *job satisfaction*, dan *job security* terhadap *employee retention* pada Bank BTN Syariah Medan. Penelitian ini merupakan penelitian kuantitatif, dengan menggunakan kuesioner sebagai instrumen penelitian. Penelitian menggunakan data primer yang diperoleh dari penyebaran kuesioner dan data sekunder yang diperoleh dari jurnal dan media internet. Sampel pada penelitian ini merupakan sampel jenuh, yang berjumlah 80 karyawan. Metode analisis data yang digunakan adalah regresi linier berganda, dengan bantuan *software* SPSS 26.0. Hasil penelitian ini mengungkapkan bahwa *training and developmen* berpengaruh positif dan signifikan terhadap *employee retention*, *job satisfaction* berpengaruh positif dan signifikan terhadap *employee retention*, dan *job security* berpengaruh positif dan signifikan terhadap *employee retention*. Hasil penelitian ini mengungkapkan bahwa pentingnya memberikan peluang dan kesempatan, serta perilaku kerja terhadap karyawan bank BTN Syariah Medan.

Kata Kunci: *Training and Development*, *Job Satisfaction*, *Job security*, *Employee Retention*.

ABSTRACT

Name : Muhammad Fadlan
Study Program : Management
Title : *The Effect of Training and Development, Job Satisfaction and Job Security on Employee Retention at Bank BTN Syariah Medan.*

This study aims to examine the effect of training and development, job satisfaction, and job security on employee retention at Bank BTN Syariah Medan. This research is a quantitative study, using a questionnaire as a research instrument. The study used primary data obtained from distributing questionnaires and secondary data obtained from journals and internet media. The sample in this study was a saturated sample, which amounted to 80 employees. The data analysis method used is multiple linear regression, with the help of SPSS 26.0 software. The results of this study reveal that training and development has a positive and significant effect on employee retention, job satisfaction has a positive and significant effect on employee retention, and job security has a positive and significant effect on employee retention. The results of this study reveal that it is important to provide opportunities and opportunities, as well as work behavior for BTN Syariah Medan bank employees.

Keywords: *Training and Development, Job Satisfaction, Job security, Employee Retention.*