

ABSTRACT

Employee retention has become a global crisis due to globalization, and it's no exception, even for the church. As a religious institution that adopts the characteristic of a non-profit organization, the church does not have a financial advantage, so it needs to emphasize other factors that can retain employees. Recent findings have found that financial compensation is not the only way to motivate employees to stay with an organization.

This study analyzes the effect of workplace spirituality and a supportive work environment on employee retention. This study consists of two independent variables and one dependent variable. The independent variables in this study are workplace spirituality and a supportive work environment. The dependent variable in this study is employee retention.

The sample was selected using the purposive sampling method. Data was collected by sending an online questionnaire to Jakarta Praise Community Church employees. A total of 60 employees who own direct team leaders have participated in this study. The data were analyzed using structural equation modeling analysis in 2nd order format using SmartPLS 3.2.9 for Mac.

The results of this study indicate that workplace spirituality positively affects employee retention, while a supportive work environment significantly positively affects employee retention.

Keywords : *Workplace Spirituality, Supportive Work Environment, Employee Retention, Religious Institution, Church.*