

ABSTRACT

Talent retention is important for companies to attract and retain talented employees, because employees are valuable assets that can add value to the company quantitatively and qualitatively. Factors such as workload, career growth, social support supervisory can affect the success of a talent retention program. This study aims to answer the problem of the influence of workload, career growth, social support supervisory on talent retention both directly and through work motivation as an intervening variable.

The population in this study were all employees working at Bank Syariah Indonesia Rawamangun Area Jakarta. Data collection will involve a sample of 212 respondents, obtained from distributing questionnaires. The collected data will then be analyzed quantitatively using the Structural Equation Model (SEM) with SmartPLS software version 3.2.9.

The findings in this study indicate that workload, career growth, social support supervisory have a direct positive and significant effect on work motivation. Workload, career growth, social support supervisory, and work motivation have a direct positive and significant effect on talent retention. The results of the mediation test show that work motivation can significantly mediate the influence of workload, career growth, and social support supervisory on talent retention.

Keywords: Workload, Career Growth, Social Support Supervisory, Work Motivation, and Talent Retention.