

## **ABSTRACT**

*Human resources are a key factor in business, playing an important role in achieving company goals. Having productive employees is considered a main element in business success, so companies need to ensure effective management to maintain employee engagement, loyalty, and productivity within the organization. Amidst increasingly intense and dynamic business competition, companies face challenges in retaining competent and high-performing employees. This study seeks to examine the effects of the work environment, employee commitment, and job satisfaction on the intention to stay among employees of EF English First Semarang. Using a quantitative method and purposive sampling technique, this research involves 38 permanent employees who have worked at EF English First Semarang for at least one year. Data analysis was conducted using SmartPLS 4, revealing that the work environment does not directly affect the intention to stay but does have a significant positive influence on employee commitment and job satisfaction. Employee commitment plays a partial mediating role between the work environment and the intention to stay, while job satisfaction fully mediates this relationship.*

**Keywords:** *Work Environment, Employee Commitment, Job Satisfaction, Intention to Stay, Human Resources*