

## **ABSTRACT**

*Human resource management is activities in organizations that are intended to attract, develop and maintain a more effective performance to achieve the expected goals. Human resources are the most important assets in a company, so the company retends to employees so that the company can maintain quality employees to achieve company goals. One of the factors that influence employee retention is the creation of good performance.*

*This study aims to determine the effect of employee retention on employee performance at PT Kaltacitra Utama East Jakarta. The approach used in this study is quantitative with the type of descriptive-causality research. Respondents in this study were 14 employees with a sampling method that is using saturated samples. The analysis technique used is descriptive analysis and simple linear regression.*

*The results showed that respondents' responses to employee retention included a good category with a score of 72%. Respondents' response to employee performance was in a good category with a score of 73.5%. The results of the study prove that employee retention has a positive effect on employee performance as indicated by  $t$  count (11,773) >  $t$  table (2,179) with a significant contribution of 92%.*

*Conclusion of the results of the study that employee retention significantly positive effect on employee performance with a contribution of 92%. It can be interpreted that the amount of employee retention in the organization will produce good performance.*

**Keywords: Employee Retention, Employee Performance, Human Resources.**