

ABSTRACT

In an increasingly competitive business world, retaining competent employees is a major challenge for many companies. Companies need to understand the factors that influence employees' decisions to stay put. This study aims to examine the effect of compensation and career development on employee retention at PT Rapindo Plastama.

This research uses a quantitative approach with descriptive and causality analysis techniques. Data were collected from a sample of 125 employees of PT Rapindo Plastama. Data analysis was carried out using multiple regression with the help of the SPSS version 25 application.

The results of descriptive analysis in this study indicate that the variables of compensation, career development, and employee retention are in the good category. The research also shows that compensation and career development have a positive and significant effect both partially and simultaneously on employee retention of PT Rapindo Plastama.

Keywords: *Compensation, Career Development, and Employee Retention*