

## RINGKASAN

Penelitian ini merupakan penelitian survei pada karyawan di Universitas Muhammadiyah Purwokerto. Penelitian ini mengambil judul “Peran *Psychological Empowerment* Dalam Memediasi Pengaruh Antara *Transformational Leadership*, *Innovative Work Behavior* Dan *Career Development* Terhadap *Employee Retention*”. Penelitian ini bertujuan untuk mengetahui apakah *psychological empowerment* dapat memediasi pengaruh antara *transformational leadership*, *innovative work behavior* dan *career development* terhadap *employee retention*. Penelitian ini adalah penelitian teoritis atau fundamental. Jenis penelitian ini adalah penelitian kuantitatif dengan teknik pengambilan data disatu waktu (*cross section*). Jumlah responden dalam penelitian ini adalah 100 responden.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM-PLS, menunjukkan bahwa: (1) *Transformational Leadership* tidak berpengaruh positif dan signifikan terhadap *Employee Retention*, (2) *Innovative Work Behavior* berpengaruh positif dan signifikan terhadap *Employee Retention*, (3) *Career Development* tidak berpengaruh positif dan signifikan terhadap *Employee Retention*, (4) *Transformational Leadership* berpengaruh positif dan signifikan terhadap *Psychological Empowerment*, (5) *Innovative Work Behavior* berpengaruh positif dan signifikan terhadap *Psychological Empowerment*, (6) *Career Development* berpengaruh positif dan signifikan terhadap *Psychological Empowerment*, (7) *Psychological Empowerment* berpengaruh positif dan signifikan terhadap *Employee Retention*, (8) *Psychological Empowerment* memediasi secara parsial pengaruh *Transformational Leadership* terhadap *Employee Retention*, (9) *Psychological Empowerment* memediasi penuh pengaruh antara *Innovative Work Behavior* terhadap *Employee Retention*, (10) *Psychological Empowerment* memediasi secara parsial pengaruh antara *Career development* terhadap *Employee Retention*.

Implikasi dari kesimpulan di atas adalah Universitas Muhammadiyah Purwokerto memiliki peluang untuk merancang strategi retensi yang lebih efektif dengan menekankan pentingnya ketiga faktor tersebut. Kepemimpinan yang mampu menginspirasi, mendorong inovasi, menyediakan peluang pengembangan karier dan pemenuhan psikologi karyawan dapat menciptakan lingkungan kerja yang lebih memotivasi dan memuaskan bagi staf dan dosen, sehingga meningkatkan keinginan mereka untuk tetap bekerja di universitas. Implementasi strategi berbasis temuan ini diharapkan dapat meningkatkan retensi karyawan secara keseluruhan.

Kata Kunci : *Transformational Leadership*, *Innovative Work Behavior*, *Career Development*, *Psychological Empowerment*, *Employee Retention*.

## SUMMARY

*This research is a survey research on employees at Muhammadiyah Purwokerto University. This research takes the title "The Role of Psychological Empowerment in Mediating the Effect Between Transformational Leadership, Innovative Work Behavior and Career Development on Employee Retention".*

*This study aims to determine whether psychological empowerment can mediate the influence between transformational leadership, innovative work behavior and career development on employee retention. This research is theoretical or fundamental research. This type of research is quantitative research with data collection techniques at one time (cross section). The number of respondents in this study were 100 respondents.*

*Based on the results of research and data analysis using SEM-PLS, it shows that: (1) Transformational Leadership has no positive and significant effect on Employee Retention, (2) Innovative Work Behavior has a positive and significant effect on Employee Retention, (3) Career Development has no positive and significant effect on Employee Retention, (4) Transformational Leadership has a positive and significant effect on Psychological Empowerment, (5) Innovative Work Behavior has a positive and significant effect on Psychological Empowerment, (6) Career Development has a positive and significant effect on Psychological Empowerment, (7) Psychological Empowerment has a positive and significant effect on Employee Retention, (8) Psychological Empowerment partially mediates the effect of Transformational Leadership on Employee Retention, (9) Psychological Empowerment fully mediates the effect between Innovative Work Behavior on Employee Retention, (10) Psychological Empowerment partially mediates the effect between Career development on Employee Retention.*

*The implication of the above conclusion is that Muhammadiyah Purwokerto University has the opportunity to design a more effective retention strategy by emphasizing the importance of these three factors. Leadership that is able to inspire, encourage innovation, provide career development opportunities and fulfill employee psychology can create a more motivating and satisfying work environment for staff and lecturers, thus increasing their desire to remain working at the university. The implementation of this findings-based strategy is expected to increase overall employee retention.*

*Keywords: Transformational Leadership, Innovative Work Behavior, Career Development, Psychological Empowerment, Employee Retention.*