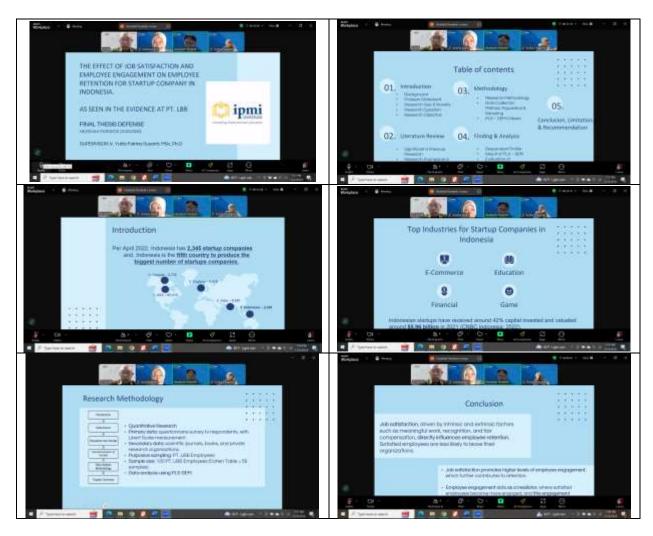
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Event	:	Final Thesis Defense
Date	:	Friday, November 1, 2024 at 7 PM
Student	:	Hezekiah Pardede (22232013)
Title	:	The Effect of Job Satisfaction and Employee Engagement on Employee Retention for Startup Company in Indonesia: As Seen in the Evidence at PT LBB
Thesis Advisor(s)	:	Yulita Susanti, PhD
Examiners	:	Dr. Amelia Naim & Dr. Samuel PD Anantadjaya





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Comments;

- 1. On p. 31, about the operation of variables, I wonder if **Job Satisfaction to Employee Retention, Job Satisfaction to Employee Engagement,** and **Employee Retention to Employee Engagement, and Job Satisfaction to Employee Engagement to Employee Retention**, would there any questions for each list of variables to be attractive and more challenging enough (more statements than the original questionnaires)?
- 2. On the Convergent Validity, on the evaluation of measurement model, **why there are only a few criteria**?
- 3. On p. 55, about the **limitations**, lack of consideration on external factors such as; **labor market conditions**, **economic fluctuation**, **personal circumstances** that needed some attention. For example, what kinds of labor market condition, economic fluctuation, or personal circumstances that possibly affect the external factors?
 - Lack of Consideration for External Factors: External variables such as labor market conditions, economic fluctuations, or personal circumstances that could impact retention decisions are not deeply explored in this discussion.
 - Temporal Aspect: Job satisfaction and engagement are dynamic and may change over time due to evolving work conditions or personal factors, which are not accounted for in this static analysis.
- 4. On p. 55, about the **limitations**, what kinds of **temporal aspect** like "**job satisfaction** and engagement are dynamic and may change over time due to evolving work conditions or personal factors"
- 5. On p. 55, about the **recommendations**, what kinds of **examples** to be said to each of the options below;
 - a. How to focus on the intrinsic and extrinsic job satisfaction such as work, growth opportunity, and fair compensation regarding the Holistic Engagement Strategies?
 - b. How to ensure the **job satisfaction and employee engagement to fit the organization contexts** (industry, cultural and demographic differences) about the customization of context?



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c. How to **include the external factors** about employee retention such as economic condition or competing job opportunities about external influences?

- Holistic Engagement Strategies: Organizations should implement holistic engagement strategies that focus on enhancing both intrinsic and extrinsic aspects of job satisfaction, such as meaningful work, growth opportunities, recognition, and fair compensation.
- Customization to Context: Job satisfaction and engagement strategies to fit specific organizational contexts, taking into account industry, cultural, and demographic differences.
- Consider External Influences: Broaden future research and practice to include external factors that could affect employee retention, such as economic conditions or competing job opportunities. This would help develop more comprehensive retention models.