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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?

2. **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.

3. **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?

1. **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.
2. **Customization to Context:** Job satisfaction and engagement strategies to fit specific organizational contexts, taking into account industry, cultural, and demographic differences.
3. **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.