*Kharisma Citra Deo / 21150548 / 2019 / The Influences of Working Environment and Employees Retention and Thei Effecst on Employees’ Performance at PT XYZ. / Advisor: Ponco Priyantono, S.E, M.M.*

*The role of Human Resources in the company is the main player to achieve company performance. Therefore Human Resources must be managed optimally to achieve company success. Special treatment is needed to maintain employees loyalty to the company because it can affect the performance of the employees themselves. Working environment and employee retention is a factor that can affect employees performance. By the implementation of a good and comfortable working environment and an appropriate retention program, it will be able to make employees have high loyalty to the company, thereby reducing turnover intention which can affect the company performance.*

*The aim of this study is to find out and analyze the influence of working environment and employees retention and its effect on employee performance at PT XYZ. The company is in the business of Fast Moving Consumer Goods (FMCG) which has succeed in many achievements. The company’s success is inseparable from the results of employees performance. The data collection method uses questionnaires distributed to 50 respondents in the company. The data is processed using Likert Scale and software tools of IBM SPSS Statistics 22.*

*The object of this study is employees of PT. XYZ. Data was collected through a communication process (interview) using a questionnaire instrument distributed to 50 respondents. Filling out the questionnaire  using “google docs”, where respondents can fill it online by the internet. Measuring instrument used in this study was the validity test, reliability test, analysis descriptive, the classic assumption test, and the multiple linear regression analysis test. The tools used to analyzed data was SPSS 20.*

*The result of the analysis of this study indicate that employees do not agree that the working environment significantly affects employee performance, but employees agree that the retention program directly affects employee performance at PT. XYZ.*

*Key words: working environment, employee retention, employee performance.*