

**THE INFLUENCE OF LEADER MEMBER EXCHANGE, RELIGIOSITY,  
WORK ENVIRONMENT, WORK ABILITY ON EMPLOYEE RETENTION  
WITH JOB SATISFACTION AS A MEDIATING VARIABLE**

*(Survey on travel umrah Tasikmalaya's employee)*

**ABSTRACT**

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*The purpose of this study was to determine and to analyze leader-member exchange, religiosity, work environment, work ability, job satisfaction, and employee retention. The effect of leader-member exchange, religiosity, work environment, and work ability on employee retention through work satisfaction in Travel Umrah Tasikmalaya's employees. This research used the Partial Least Square – Structural Equation Model (PLS-SEM) analysis technique. The results of the study concluded that leader-member exchange, religiosity, and work environment have a positive and significant effect on employee retention, while work ability has a negative and not significant effect on employee retention, job satisfaction has a positive and significant effect on employee retention and job satisfaction was able to mediate the effect of leader-member exchange, religiosity, work environment, work ability on employee retention. These study suggest that increasing job satisfaction, along with effective leadership, a supportive work environment and religious values, plays a crucial role in enhancing employee retention in the travel umrah sector.*

*Keywords: leader member exchange, religiosity, work environment, work ability, job satisfaction, employee retention.*