

CHAPTER 5

CONCLUSIONS AND RECOMMENDATION

5.1 Conclusion

Based on the data that has been collected and analyzed, the following conclusions are drawn:

1. Career Commitment has been proven to have a significant positive effect on employee retention planning, meaning that the better the employee's Career Commitment, the higher the retention planning. The statement is shown from the relationship that is built between the indicators of each variable.
2. Attachment to Work has been proven to have a significant positive effect on employee retention planning, meaning that the better the Attachment to Work, the higher the Retirement Planning. This statement is shown from the relationship built between the indicators of each variable.
3. Expectations relating to professional development have been proven to have a significant positive effect on employee retention planning, meaning that the better the expectations relating to professional development, the higher the retention planning. The question is shown from the relationship built between the indicators of each variable.

5.2 Recommendations

This study provides theoretical and practical contributions by proposing discussions and obstacles in retirement planning among public and private employees. However, this study has several recommendations:

This study brings theoretical and practical contributions by proposing discussions and actions to influence work experience, audit training and professional skepticism of auditors' ability to detect fraud from auditors. However, this study has several recommendations:

- For employees, we hope this research can help employees determine the actions that must be taken to prevent obstacles in retirement.

- For writers, it can add insight and determine what obstacles will occur in retirement later.
- For academics, this research is expected to provide insight and knowledge about the main obstacles for public and private employees.
- For further researchers, this research is used as material to deepen insight and add employee references. It is hoped that this research can assist employees in determining actions that must be taken to prevent obstacles that arise in retirement later.

5.3 Limitations of Study

There are some limitations in this research. This is because the limited time to collect respondents which is carried out in 2 weeks so that the data collected which should collect around 300 samples collected only 114 respondents. And then, researchers have difficulty using SPSS software because did not have any experience using SPSS, it is still new to researchers and need time to learn it first. And last, the researcher had lack of time to complete the thesis because there are so many responsibilities for other subjects.