

ABSTRACT

Retirement is a condition that must be experienced and can't be avoided of each employee in the company, therefore it's needed for good preparation related to this. PT Krakatau Steel (Persero) Tbk aware of the importance of preparing employees for retirement. Therefore in order to apply the readiness pension program, PT Krakatau Steel (Persero) make some program that related of it.

The objective of this study is to explore more about the retirement preparation programs conducted by PT. Krakatau Steel (Persero) Tbk, the readiness of participants pension retirement preparation programs, and more about how much the influence of retirement preparation programs with the readiness of employees in the face of retirement in PT Krakatau Steel (Persero) Tbk. The method used in this research is quantitative method by distributing questionnaires to 61 employees of PT Krakatau Steel (Persero) Tbk, which is following the process of retirement preparation programs in the last period. The data analysis in this study is use simple linear regression analysis as a statistical method.

The results showed that the respondents rate the Retirement Preparation Program given by Company included in the category of "Best". Similarly, the retirement readiness. Retirement Readiness of respondents are in category of "Best". Results from this study also shows that retirement preparation programs have a significant effect on the variable Y is readiness to retire. contributions influence of retirement preparation programs at 43.034% while the remainder is equal to 56.97% influenced by other factors not examined.

Based on the research results, PT Krakatau Steel (Persero) Tbk should have preparatory program evaluation has been organized to make it better and reviewing the material to be given to participants. PT Krakatau Steel (Persero) Tbk also have to divide the participants of retirement preparation programs based on their interests in the business so it is expected that participants can better follow the spirit of the program is because in accordance with the interests of the participants.

Keywords : retirement preparation, retirement readiness