

# Pengaruh Workplace Flexibility terhadap Turnover Intention: Peran Mediasi Affective Commitment dan Employee Engagement (Studi Empiris Pada Karyawan Generasi Milenial Indonesia) = The Effect of Workplace Flexibility on Turnover Intention: The Mediating Role of Affective Commitment and Employee Engagement (Empirical Study on Indonesian Millennial Employees)

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## Abstrak

Penelitian ini bertujuan untuk memahami pengaruh *workplace flexibility* terhadap *turnover intention* yang dimediasi oleh *affective commitment* dan *employee engagement* pada karyawan generasi milenial Indonesia. Penelitian kuantitatif ini menggunakan metode *convenience sampling* dan *cross-sectional design* dengan jumlah sampel 510 responden. Data diolah dengan menggunakan metode *Structural Equation Modeling* (SEM).

Hasil penelitian menunjukkan bahwa *workplace flexibility* tidak memiliki pengaruh negatif terhadap *turnover intention*. Sedangkan *workplace flexibility* memiliki pengaruh positif terhadap *affective commitment* dan *employee engagement*. Selanjutnya, *affective commitment* dan *employee engagement* memiliki pengaruh negatif terhadap *turnover intention*. Kontribusi teoritis dari penelitian ini adalah dapat menemukan pengaruh negatif *workplace flexibility* terhadap *turnover intention* ketika dimediasi oleh *affective commitment* dan *employee engagement*. Selain itu, kontribusi praktis dari penelitian ini adalah sebagai bahan pertimbangan untuk dapat menurunkan *turnover intention* karyawan generasi milenial Indonesia.

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*This study aims to understand the effect of workplace flexibility on turnover intention which is mediated by affective commitment and employee engagement on Indonesia millennial employees. This quantitative study approach with convenience sampling and cross-sectional design with a sample of 510 respondents. Data is analyzed using Structural Equation Modelling (SEM).*

The result of the study show that workplace flexibility does not have a negative influence on turnover intention. While workplace flexibility has a positive influence on affective commitment and employee engagement. Furthermore, affective commitment and employee engagement have a negative influence on turnover intention. The theoretical contribution of this study is to be able to find the negative effect of workplace flexibility on turnover intention when mediated by affective commitment and employee engagement. In addition, the practical contribution of this research is as a provision of considerable factors in minimizing the turnover intention of Indonesian millennial employees.