

Pengaruh Career Adaptability dan Perceived Organizational Support terhadap Turnover Intention dengan Career Satisfaction sebagai Mediasi (Studi Empiris pada Karyawan Generasi Milenial di Indonesia) = The Effect of Career Adaptability and Perceived Organizational Support in Relation to Turnover Intention with Career Satisfaction as Mediation (Empirical Study of Indonesian Millennial Workers)

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh career adaptability, perceived organizational support, dan career satisfaction terhadap turnover intention pada tenaga kerja generasi milenial Indonesia. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan cross-sectional design dan metode purposive sampling untuk mengumpulkan data primer. Sampel dalam penelitian ini diperoleh dari 424 tenaga kerja generasi milenial Indonesia (lahir antara 1980-2000) dan pengolahan data dilakukan dengan menggunakan metode Structural Equation Modelling (SEM). Hasil penelitian menunjukkan bahwa career satisfaction memiliki peran penting dalam mencegah turnover intention serta memediasi hubungan di antara career adaptability dan perceived organizational support terhadap turnover intention. Pemberdayaan berupa peningkatan adaptabilitas dan dukungan organisasi perlu diikuti dengan adanya kepuasan karier dalam rangka mencegah keinginan untuk keluar dari organisasi. Studi ini memberikan kontribusi kepada manajemen dan literatur sumber daya manusia mengenai pentingnya peran mediasi career satisfaction terhadap career adaptability dan perceived organizational support dalam rangka menurunkan turnover intention tenaga kerja generasi milenial di Indonesia.

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This study aims to determine the effect of career adaptability, perceived organizational support, and career satisfaction on turnover intention on the Indonesian millennial generation. This research is a quantitative study using a cross-sectional design and purposive sampling method to collect primary data. The sample in this study was obtained from 424 Indonesian millennial generation workers (born between 1980-2000), and data processing was carried out using the Structural Equation Modeling (SEM) method. The results showed that career satisfaction has an important role in preventing turnover intention and mediating the relationship between career adaptability and perceived organizational support for turnover intention. Empowerment, in the form of improving individual adaptability and organizational support, needs to be followed by career satisfaction to prevent the desire to leave the organization. This study contributes to the management and human resource literature regarding the important role of career satisfaction mediation on career adaptability and perceived organizational support to reduce the turnover intention of the millennial generation in Indonesia.</i>