

# Peran Job Insecurity dan Grit dengan Turnover Intention pada Karyawan Milenial di Masa Pandemi Covid-19 = Roles of Job Insecurity and Grit with Turnover Intention on Millennial Employees in Covid-19 Pandemic

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## Abstrak

Situasi pandemi Covid-19 saat ini membuat banyak perusahaan harus melakukan berbagai penyesuaian seperti rasionalisasi yang banyak berdampak pada situasi kerja karyawan khususnya generasi milenial sebagai generasi produktif yang memiliki persentase paling besar dalam komposisi angkatan kerja di Indonesia saat ini. Oleh sebab itu, peneliti hendak melihat hubungan korelasi antara job insecurity dan grit dengan turnover intention pada karyawan milenial (berusia 20 – 38 tahun) di Indonesia di masa pandemi. Jumlah partisipan penelitian adalah 227 karyawan yang diperoleh secara daring dengan cara convenience sampling. Tipe penelitian yang dilakukan merupakan kuantitatif korelasional dengan alat ukur Turnover Intention Scale (2013), Job Insecurity Scale (2013), dan Grit Scale (2009). Data yang diperoleh diolah dengan menggunakan uji statistik korelasi terhadap ketiga variabel penelitian. Hasil yang ditemukan dalam penelitian ini adalah terdapat korelasi positif signifikan antara job insecurity dan turnover intention, serta terdapat korelasi negatif signifikan antara grit dan turnover intention. Dalam situasi pandemi, ternyata semakin tinggi job insecurity membuat turnover intention semakin tinggi pada karyawan milenial di Indonesia. Selain itu grit juga memiliki korelasi negatif dengan turnover intention, sehingga jika karyawan memiliki tingkat grit yang tinggi maka tingkat turnover intention yang dimilikinya rendah. Adapun, nilai korelasi antara job insecurity dengan turnover intention tampak lebih besar dibandingkan nilai korelasi grit dengan turnover intention. Oleh sebab itu, job insecurity memiliki peran yang cukup penting bagi karyawan milenial dalam menghadapi situasi pandemi ini.

<hr>The current covid-19 pandemic situation has made many companies have to make various adjustments such as rationalizations which have a lot of impacts on employee's work situations especially millennial employees as the productive generation that has the largest percentage in the composition of Indonesia's current workforce. Therefore, researchers want to see the correlation between job insecurity and grit with turnover intention for millennial employees (aged 20 - 38 years) in this pandemic. The number of study participants was 227 employees who were obtained online by means of convenience sampling. This type of research is correlational quantitative with the measurement tools of Turnover Intention Scale (2013), Job Insecurity Scale (2013), and Grit Scale (2009). The data obtained were processed using the correlation statistical test of the three research variables. The results found in this study are that there is a significant positive correlation between job insecurity and turnover intention, and there is a significant negative correlation between grit and turnover intention. In a pandemic situation, it turns out that higher job insecurity makes turnover intention higher for millennial employees in Indonesia. In addition, grit also has a negative correlation with turnover intention, so that if an employee has a high level of grit, the turnover intention will be low. Meanwhile, the correlation between job insecurity and turnover intention appears to be greater than the correlation between grit and turnover intention. Therefore, job insecurity has an important role for millennial employees in dealing with this pandemic situation.