

Pengaruh career growth dan perceived organizational support terhadap turnover intention pada karyawan generasi milenial dengan organizational commitment sebagai variabel mediasi = The influence of career growth and perceived organizational support on turnover intention among millennial employees with organizational commitment as the mediating variable

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Abstrak

Generasi Milenial, yang mendominasi populasi dunia saat ini, dapat menjadi peluang sekaligus tantangan karena karakteristiknya yang tidak bisa bertahan lama di sebuah Perusahaan seperti generasi sebelumnya. Penelitian ini bertujuan untuk menguji pengaruh *career growth* dan *perceived organizational support* terhadap *turnover intention* karyawan Milenial, yang dimediasi oleh *organizational commitment*. Data empiris dikumpulkan dari 316 responden menggunakan survei *online*, kemudian data sebanyak 316 responden yang dapat dianalisis lebih lanjut. Responden adalah karyawan tetap kategori Milenial (lahir antara tahun 1980 dan 1996) di Indonesia yang saat ini bekerja di sebuah perusahaan dengan masa kerja minimum 2 tahun. Data dianalisis menggunakan Structural Equation Modeling (SEM) dengan perangkat lunak Lisrel 8.8. Hasilnya menunjukkan bahwa *career growth* dan *perceived organizational support* memiliki pengaruh positif terhadap *organizational commitment* dan memiliki pengaruh negatif terhadap *turnover intention*. Selain itu, ditemukan bahwa *organizational commitment* secara signifikan berfungsi sebagai faktor mediasi dalam hubungan antara *career growth* dan *perceived organizational support* terhadap *turnover intention*. Penelitian ini memiliki beberapa keterbatasan, yaitu terbatas pada karyawan tetap generasi Milenial, menggunakan variabel yang *unidimensional* dengan *item* terbatas, metode kuantitatif dengan kuesioner *online* yang bersifat *self-assessment*, dan skala *Likert* tujuh poin, sehingga hasilnya tidak dapat digeneralisasi dan tidak mencerminkan keragaman perspektif responden secara mendalam. Melalui penelitian ini, diharapkan dapat memberikan wawasan bagi organisasi ataupun manajemen perusahaan dalam mengembangkan kebijakan yang efektif untuk mengelola karyawan dalam kaitannya dengan fenomena *turnover intention*.

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The Millennial generation, which dominates the world's current population, can be both an opportunity and a challenge due to its characteristic of being unable to stay in a company for a long period of time like previous generations. This research aims to measure the influence of career growth and perceived organizational support on turnover intention among millennial employees, mediated by organizational commitment. Empirical data were collected from 316 respondents using an online survei, then data from 316 respondents were further analyzed. The respondents are millennial permanent employees (born between 1980 and 1996) in Indonesia who are currently working in a company with a minimum tenure of 2 years. The data were analyzed using Structural Equation Modeling (SEM) with Lisrel 8.8 software. The results indicate that career growth and perceived organizational support have a positive influence on organizational

commitment and a negative influence on turnover intention. Furthermore, it was found that organizational commitment significantly mediates the relationship between career growth and perceived organizational support on turnover intention.

This research has several limitations, namely being restricted to millennial permanent employees, using unidimensional variables with limited items, employing a quantitative method through a self-assessment online questionnaire with a seven point Likert scale. Consequently, the results cannot be generalized and do not deeply reflect the diversity of respondents' perspectives. Through this study, it is hoped to provide insights for organizations or company management in developing effective policies for managing employees in relation to turnover intention.