

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *workplace wellbeing* terhadap *turnover intention* pada karyawan generasi z di Yogyakarta. Penelitian ini mengajukan hipotesis yaitu ada hubungan yang negatif antara *workplace wellbeing* terhadap *turnover intention* pada karyawan generasi z di Yogyakarta. Subjek pada penelitian ini berjumlah 115 orang dengan karakteristik generasi z berusia 17-29 tahun, sedang bekerja di Yogyakarta. Pengambilan subjek penelitian menggunakan teknik *purposive sampling* dengan data yang dikumpulkan menggunakan skala *workplace wellbeing* dan skala *turnover intention*. Teknik analisis data yang digunakan yaitu menggunakan uji korelasi *spearman*. Berdasarkan hasil analisis data diperoleh koefisien korelasi (r_{xy}) = -0,833 dengan $p = 0,000$ ($p < 0,010$) yang menunjukkan bahwa hipotesis yang diajukan dalam penelitian ini diterima, yaitu ada korelasi negatif antara *workplace wellbeing* terhadap *turnover intention* pada karyawan generasi z di Yogyakarta. Koefisien determinasi (R^2) sebesar 0,763 sehingga dapat dikatakan bahwa kontribusi *workplace wellbeing* sebesar 76,3% terhadap *turnover intention* sedangkan 23,7% lainnya dipengaruhi oleh faktor-faktor lain yang tidak diselidiki dalam penelitian ini.

Kata kunci: *workplace wellbeing*, *turnover intention*, karyawan, generasi z

ABSTRACT

This research aims to determine the relationship between workplace wellbeing to turnover intention among generation z employees in Yogyakarta. This research proposes a hypothesis that there is a negative relationship between workplace wellbeing and turnover intention among generation z employees in Yogyakarta. The subjects in this study were 115 people with the characteristics of Generation Z aged 17-29 years, working in Yogyakarta. Taking research subjects using techniques purposive sampling with data collected using the scale workplace wellbeing and scale turnover intention. The data analysis technique used is correlation spearman. Based on the results of data analysis, the correlation coefficient (r_{xy}) = -0.833 with $p = 0.000$ ($p < 0.010$) which indicates that the hypothesis proposed in this study is accepted, namely there is a negative correlation between workplace wellbeing to turnover intention among generation z employees in Yogyakarta. Coefficient of determination (R^2) is 0.763 so it can be said that the contribution of workplace wellbeing amounts to 76.3% against turnover intention while the other 23.7% was influenced by other factors not investigated in this research.

Keywords: *workplace wellbeing, turnover intention employee, generation z*