

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kepuasan kerja dan pengembangan karir secara simultan terhadap Intensi *Turnover* karyawan generasi milenial; (2) pengaruh kepuasan kerja dan pengembangan karir secara partial terhadap intensi *turnover* karyawan generasi milenial; (3) pengaruh kepuasan kerja terhadap Intensi *Turnover* lebih besar dibandingkan dengan pengaruh pengembangan karir. Penelitian ini menggunakan metode kuantitatif korelasional. Sampel penelitian ini sebanyak 95 orang karyawan, yang ditentukan menggunakan *product moment*. Alat ukur yang digunakan adalah skala intensi *turnover*, kepuasan kerja dan pengembangan karir. Teknik analisis untuk pengujian hipotesis menggunakan teknik regresi dengan melakukan uji korelasi dan uji regresi linear berganda. Hasil penelitian ini menunjukkan adanya: (1) Kepuasan kerja dan pengembangan karir secara simultan mempunyai pengaruh terhadap Intensi *Turnover* karyawan generasi milenial, ditunjukkan nilai F sebesar 76,233 dan nilai  $p=0,000$  ( $0<0,050$ ), (2) Kepuasan kerja dan pengembangan karir secara partial mempengaruhi intensi turnover karyawan generasi milenial ditunjukkan nilai t kepuasan kerja  $=0,778.p=0,000$  dan t pengembangan karir  $=0,565.p=0,000$  (3) Pengaruh kepuasan kerja terhadap Intensi *Turnover* lebih besar dibandingkan dengan pengaruh pengembangan karir ditunjukkan dengan kepuasan kerja ( $\beta_1$ )  $=0,859$  sedangkan pengembangan karir ( $\beta_2$ )  $= 0,849$

**Kata Kunci : karyawan milenial, Intensi Turnover, Kepuasan kerja dan Pengembangan Karir**

## ABSTRACT

This study aims to determine: (1) the effect of job satisfaction and career development simultaneously on the turnover intentions of millennial generation employees; (2) the effect of job satisfaction and career development partially on the turnover intentions of millennial generation employees; (3) the effect of job satisfaction on Turnover Intentions is greater than the influence of career development. This study used a quantitative correlational method. The sample of this study were 95 employees who were determined using product moment. Measuring instruments used are the scale of turnover intention, job satisfaction, and career development. The analysis technique for testing hypotheses uses regression techniques by conducting correlation tests and multiple linear regression tests. The results of this study indicate that: (1) Job satisfaction and career development simultaneously have an influence on Millennial generation employee turnover intentions, showing an F value of 76.233 and a value of  $p = 0.000$  ( $0 < 0.050$ ), (2) Job satisfaction and career development as a whole partially affect the turnover intentions of millennial generation employees indicated the value of  $t$  job satisfaction = 0.778,  $p = 0,000$  and  $t$  career development = 0.565,  $p = 0,000$  (3) The effect of job satisfaction on turnover intentions is greater than the effect of career development indicated by job satisfaction ( $\beta_1$ ) = 0.859 while career development ( $\beta_2$ ) = 0.849

**Keywords:** *millennial employees, turnover intentions, job satisfaction and career development*