

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi terhadap dukungan organisasi dengan intensi turnover pada karyawan generasi Y. Subyek penelitian adalah karyawan sebanyak 88 dengan rentang kelahiran 1980-2000. Pengumpulan data dilakukan dengan menggunakan skala persepsi terhadap dukungan organisasi dan intensi turnover. Data penelitian dianalisis dengan korelasi *product moment* dan diperoleh $r = -0,682$ ($p < 0,05$). Hal ini menunjukkan ada hubungan negatif antara persepsi terhadap dukungan organisasi dengan intensi turnover, hipotesis yang diajukan dapat diterima. Koefisien determinasi $R = 0,465$ dalam penelitian ini menunjukkan bahwa sumbangan persepsi terhadap dukungan organisasi terhadap intensi turnover sebesar 46,5% sedangkan sisanya dipengaruhi oleh faktor lain seperti faktor pribadi, sosial dan ekonomi.

Kata Kunci : Persepsi Terhadap Dukungan Organisasi, Intensi Turnover, Generasi Y

ABSTRACT

This study aim to the relationship between perceived organizational support with turnover intention of generation Y employees. The higher the perception of organizational support, the lower the turnover intention in generation Y employees. The research subjects were 88 employees with a birth range of 1980-2000. Data was collected using a scale of perceived organizational support and turnover intention. The research data were analyzed by product moment correlation and obtained $r = -0.682$ ($p < 0.05$). This suggests there is a negative relationship between perception of organizational support and turnover intentions, the proposed hypothesis is acceptable. The coefficient of determination $R = 0.465$ in this study indicates that the contribution of perceptions of organizational support to turnover intentions is 46.5% while the rest is influenced by other factors such as personal, social and economic factors.

Keywords: Perceived Organizational Support, Turnover Intention, Generation Y