

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara pengembangan karir dengan intensi *turnover* pada karyawan Gen Z. Subjek penelitian adalah karyawan Gen Z yang berusia 18–28 tahun dan telah bekerja minimal satu tahun sebanyak 211 subjek. Pengambilan subjek menggunakan teknik purposive sampling. Data dikumpulkan menggunakan instrumen Skala Pengembangan Karir dan Skala Intensi *Turnover*. Analisis data menggunakan korelasi *product moment* yang menunjukkan nilai koefisien korelasi sebesar -0,425 dengan nilai signifikansi $p = 0,001$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara pengembangan karir dengan intensi *turnover*, sehingga hipotesis penelitian diterima. Semakin tinggi pengembangan karir yang dirasakan karyawan, maka semakin rendah intensi *turnover* yang dimiliki. Sebaliknya, semakin rendah pengembangan karir yang dirasakan karyawan, maka semakin tinggi intensi *turnover* yang dimiliki. Besarnya sumbangan efektif pengembangan karir terhadap intensi *turnover* adalah sebesar 18,1%, sedangkan 81,9% sisanya dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata kunci: intensi *turnover*, karyawan Gen Z, pengembangan karir.

ABSTRACT

This study aimed to examine the relationship between career development and turnover intention among Generation Z employees. The participants were 211 Generation Z employees aged 18–28 years who had worked for at least one year. Participants were selected using a purposive sampling technique. Data were collected using the Career Development Scale and the Turnover Intention Scale. Data were analyzed using product moment correlation, which yielded a correlation coefficient of -0.425 with a significance value of $p = 0.001$ ($p < 0.05$). The findings indicated a significant negative relationship between career development and turnover intention, supporting the proposed hypothesis. The higher the perceived level of career development, the lower the employees' turnover intention. Conversely, the lower the perceived level of career development, the higher the employees' turnover intention. Career development contributed 18.1% to turnover intention, while the remaining 81.9% was influenced by other factors that were not examined in this study.

Keywords: career development, generation z employees, turnover intention.