

ABSTRAK

Deyna Rzqi Ramadhan, 111511133070, Pengaruh *Quality of Work Life* dan Komitmen Organisasi Terhadap Intensi *Turnover* pada Karyawan Generasi Milenial PT. Indoberka Investama, Skripsi, Fakultas Psikologi Universitas Airlangga, 2019, xviii + 84 halaman, 14 lampiran

Penelitian ini bertujuan untuk mengetahui pengaruh quality of work life dan komitmen organisasi terhadap intensi turnover pada generasi milenial PT. Indoberka Investama. Intensi turnover merupakan salah satu unsur yang berpengaruh terhadap efektivitas dan produktivitas perusahaan (Mobley, 1986).

Penelitian ini dilakukan pada 51 partisipan karyawan PT. Indoberka Investama generasi milenial. Pengumpulan data menggunakan metode survey dengan memberikan kuesioner kepada responden. Pengukuran quality of work life menggunakan skala yang disusun oleh Timossi dkk. (2008). Pengukuran pada komitmen organisasi menggunakan skala yang disusun oleh Rimata (2014) dan pengukuran intensi turnover menggunakan skala yang disusun oleh Priambodo (2018). Analisis data dilakukan dengan menggunakan uji regresi sederhana dan uji regresi berganda menggunakan aplikasi IBM SPSS Statistics 24 for Windows.

Hasil penelitian ini menunjukkan terdapat pengaruh negatif quality of work life ($R^2=0,262$) dan komitmen organisasi ($R^2=0,305$) terhadap intensi turnover ketika dua variabel independen dianalisis secara terpisah, kemudian ketika kedua variabel independen dianalisis secara simultan didapatkan hasil berpengaruh terhadap intensi turnover ($R^2=0,413$). Penelitian ini juga dilakukan regresi sederhana pada tiap dimensi variabel independen terhadap intensi turnover. Enam dari delapan dimensi quality of work life (Lingkungan kerja yang sehat dan aman, pengembangan karir dan keamanan, integrasi sosial, constitutionalism, total life space, dan relevansi sosial kehidupan kerja) berpengaruh terhadap intensi turnover, sedangkan dua dimensi lainnya (kompensasi yang memadai dan adil, pengembangan kapasitas manusia) tidak berpengaruh. Ketiga dimensi pada variabel komitmen organisasi (affective commitment, continuance commitment, normative commitment) memiliki pengaruh terhadap intensi turnover.

Kata Kunci: *Quality of Work Life, Komitmen Organisasi, Intensi Turnover, Generasi Milenial*
Daftar Pustaka, 51 (1986 – 2019)

ABSTRACT

Deyna Rizqi Ramadhan, 111511133070, The Effect of Quality of Work Life and Organizational Commitment on Turnover Intention of Millennial Generation Employees PT. Indoberka Investama, Undergraduate Thesis, Faculty of Psychology Universitas Airlangga Surabaya, 2019. xviii + 84 pages, 14 appendixes.

This study aims to examine the effect of quality of work life and organizational commitment on turnover intention of millennial generation employees PT. Indoberka Investama. Turnover intention is one of the aspect that influence to the effectiveness and productivity of a company (Mobley, 1986).

This study was conducted on 51 participants who are employees of PT. Indoberka Investama millennial generation. The data is gathered using survey method, by giving questionnaires to respondents. Measurement quality of work life is based on scale that arranged by Timossi et al. (2008). Measurement of organizational commitment uses a scale arranged by Rimata (2014) and measurement of turnover intention using a scale arranged by Priambodo (2018). Analyzes were carried out with a simple regression test and multiple regression tests using the IBM SPSS Statistics 24 for Windows.

The result showed that when two independent variable were analyzed separately, Quality of work life ($R^2=0,262$) and organizational commitment ($R^2=0,305$) have a negative effect on turnover intention. When two independent variables were analyzed simultaneously, indicates that both independent variables influence turnover intention ($R^2=0,413$). This study also uses a simple linear regression on each quality of work life and organizational commitment dimensions. Six out of eight dimensions of quality of work life (safe and healthy environment, growth and security, social integration, constitutionalism, the total life space, social relevance) affect the turnover intention. While the other two dimensions (adequate and fair compensation, development of human capacities) has no effect. All of three dimensions of organizational commitment variables (affective commitment, continuance commitment, normative commitment) have an effect on turnover intention.

Keywords: *Quality of Work Life, Organizational Commitment, Turnover Intention, Millennial Generation.*

References, 51 (1986 – 2019)