

## **PERAN KEPUASAN KERJA TERHADAP INTENSI *TURNOVER* KARYAWAN GENERASI MILENIAL DI MASA PANDEMI**

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### **Abstrak**

Peristiwa pandemi COVID-19 memiliki dampak yang signifikan pada berbagai sektor perekonomian. Salah satunya mengenai pemutusan hubungan kerja (PHK), penurunan pendapatan, hingga pengurangan gaji karyawan. Permasalahan di masa pandemi menjadi perhatian khusus bagi *stakeholder* perusahaan dalam menjaga keharmonisan dan produktivitas kerja. Karyawan milenial menjadi sorotan dengan banyaknya jumlah angkatan kerja dan karakteristik yang mengutamakan keleluasaan dan kepuasan dalam bekerja. Penelitian ini bertujuan untuk menguji peran kepuasan kerja terhadap intensi *turnover* karyawan generasi milenial di masa pandemi. Generasi milenial merupakan generasi terbanyak dan mendominasi di berbagai perusahaan. Hipotesis dalam penelitian ini yaitu kepuasan kerja secara negatif berperan dalam memprediksi perilaku intensi *turnover* karyawan generasi milenial. Peneliti menggunakan pendekatan kuantitatif dengan skala intensi *turnover* dan skala kepuasan kerja *Job Satisfaction Survey* (JSS). Analisis data menggunakan analisis regresi sederhana untuk melihat peran kepuasan kerja terhadap intensi *turnover* karyawan generasi milenial di masa pandemi pada 120 partisipan. Hasil analisis regresi sederhana menunjukkan bahwa kepuasan kerja memiliki peran sebesar 53,4% terhadap intensi *turnover* karyawan. Hasil penelitian mendukung hipotesis penelitian bahwa kepuasan kerja berperan negatif terhadap intensi *turnover* karyawan.

**Kata kunci:** *kepuasan kerja, intensi turnover, karyawan generasi milenial, masa pandemi*

## **THE ROLE OF JOB SATISFACTION TOWARD TURNOVER INTENTIONS IN MILLENNIALS EMPLOYEE DURING THE PANDEMIC SITUATION**

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### **Abstract**

The COVID-19 pandemic has had a significant impact on various sectors of the economy. One of them is regarding termination of employment, a decrease in income, and reduction in employee salaries. Problems during the pandemic are a special concern for stakeholders in maintaining harmony and work productivity. Millennial employees are in the spotlight with the large number of workforce and characteristics that prioritize flexibility and satisfaction at work. This study aims to examine the role of job satisfaction toward turnover intention of millennial employees during the pandemic. The millennial generation is the largest generation and dominates in various companies. The hypothesis in this study is that job satisfaction negatively plays a role in predicting the behavior of millennial employees' turnover intentions. The researcher used a quantitative approach with a turnover intention scale and a Job Satisfaction Survey (JSS) as an instrument for this research. Data analysis used simple regression analysis to see the role of job satisfaction on millennial generation employee turnover intentions during the pandemic in 120 participants. The results of simple regression analysis show that job satisfaction has a role of 53.4% on employee turnover intentions. The results of the study support the research hypothesis that job satisfaction has a negative role in employee turnover intentions.

**Keywords:** *job satisfaction, turnover intention, millennial generation employees, pandemic period*