

**PERAN *PERSON ORGANIZATION FIT*, *WORK ENGAGEMENT* DAN IKLIM
ORGANISASI TERHADAP INTENSI *TURNOVER* PADA KARYAWAN GENERASI
MILENIAL**

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Abstrak

Intensi *turnover* merupakan prediktor terbaik dalam memprediksi perilaku *turnover*. Penelitian terkait dengan intensi *turnover* telah banyak dilakukan namun masih menjadi topik yang penting bagi organisasi mengingat *trend turnover* yang selalu mengalami kenaikan tahun demi tahun. Intensi *turnover* membawa dampak negatif bagi organisasi terutama bagi performa organisasi dan biaya pengelolaan sumber daya manusia. *Person organization*, *work engagement* dan iklim organisasi dipercaya sebagai prediktor dari intensi *turnover*. Tujuan dari penelitian ini adalah untuk mengkaji peran *person organization fit work engagement* dan iklim organisasi terhadap intensi *turnover*. Model penelitian yang dilakukan adalah dengan model kuantitatif dan pengumpulan data dengan menggunakan survei. Didapatkan sebanyak 192 orang responden yang kemudian hasilnya dianalisis dengan menggunakan teknik *liner regression*. Hasil dalam penelitian ini menunjukkan bahwa hipotesis ditolak, secara bersama-sama ketiga variabel tidak dapat berperan terhadap intensi *turnover*, sementara itu *person organization fit* merupakan prediktor terhadap intensi *turnover* dengan memberikan sumbangan efektif sebesar 44.1%. dari hasil penelitian ini juga dapat diketahui bahwa terdapat hubungan yang negatif antara *person organization fit*, *work engagement* dan iklim organisasi terhadap intensi *turnover*.

Kata Kunci :Intensi *Turnover*, *Person Organization Fit*, *Work Engagement*, Iklim Organisasi, Pekerja Milenial

THE ROLE OF PERSON ORGANIZATION FIT, WORK ENGAGEMENT AND ORGANIZATIONAL CLIMATE TOWARD TO TURNOVER INTENTION ON MILLENNIAL EMPLOYEE

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Abstract

Intention turnover is the main predictor for turnover behavior. Related issues toward turnover intention has been widely researched and got an attention, however this issue still becoming an important topic for the organization because the phenomenon about turnover that occurred globally and specifically in Indonesia is increasing year by year. turnover intention brought a negative' effects for the organization, especially in the performance of financial and human resources management. We do believe that person-organization fit, work engagement and organizational climate as a factor's that could affect intention turnover. This research purpose is to examine the role of person-organization fit work engagement and organizational climate against turnover intention. Research design is conducted by quantitative approach. This research is implemented with correlational description by using survey method, which were obtained from 192 respondent. Data analysis used to test of the hypothesis was linier regression. The result shows that person organization fit is predictor for turnover intention. The influence of the variable is 44.1% on the increase and decrease in turnover intention. From study we conclude that there is negative relationship between person organization fit, work engagement and organizational climate toward to turnover intention.

Keywords: turnover intention, person organization fit, work engagement, organizational climate, millennial employee