

ABSTRACT

High turnover has a negative impact on the company's reputation and reduces productivity. Today's workforce is dominated by millennials. Individuals who have recently graduated from college fall into the range of 1982 and 2000. Millennial workers had an average tenure that was three times shorter than that of previous generations. Additionally, Millennials are more likely than Baby Boomers to be motivated to leave their organization. When it comes to employment, the idea of work-life balance (also known as Work-life Balance) is becoming more and more popular. Flexible working hours as one of its methods for enhancing the work-life balance of its employees. 76% of millennials anticipated working for a creative and inclusive workplace that encouraged open discussion and flexible work schedules. About 19% of millennials want their manager to help them. This study aims to identify relationship between Schedule Flexibility, Job Autonomy, Manager Support and Turnover Intention of millennial employees at PT X. This study is categorized as a survey study. In addition, the employees' perceptions of schedule flexibility, job autonomy, manager support, and turnover intention are the contextual focus of this study. Data were collected using questionnaires to 149 millennial employees at PT X. Results of the research that only job autonomy has a significant negative effect on turnover intention, but the F test shows that together the three variables of schedule flexibility, job autonomy and manager support together have a significant negative effect on turnover intention.

Keywords: Turnover intention, Schedule Flexibility, Job Autonomy, Manager Support, Millennials.