

Peran *Subjective Career Success* terhadap *Turnover Intention*: *Perceived Supervisor Support* sebagai Moderator

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Abstrak.

Penelitian ini bertujuan untuk menguji secara empiris peran *subjective career success* dalam memprediksi *turnover intention* yang dimoderatori oleh *perceived supervisor support*. Karakter karyawan milenial yang rentan berpikir untuk berpindah pekerjaan saat kesuksesan karirnya tidak tercapai serta tidak adanya dukungan dari atasan, dapat membuat organisasi kehilangan talenta dan menghambat produktivitas. Pengumpulan data dilakukan secara daring kepada 247 orang karyawan milenial. Metode pengambilan data menggunakan tiga jenis skala, yakni skala adaptasi *turnover intention* yang berisi 14 aitem mengacu pada tiga aspek, yaitu *thinking of quitting*, *search for another alternatives*, dan *intention to quit*; skala adaptasi *subjective career success* yang berisi 24 aitem mengacu pada delapan aspek, yaitu *authenticity*, *growth and development*, *influence*, *meaningful work*, *personal life*, *quality work*, *recognition*, dan *satisfaction*, dan skala adaptasi *perceived supervisor support* yang berisi 9 aitem mengacu pada empat aspek, yaitu *career guidance*, *performance feedback*, *challenging work assignments*, dan *work opportunities that promote employee development and visibility*. Metode analisis data menggunakan regresi berganda (*moderated regression analysis-MRA*) untuk memprediksi kondisi *turnover intention* apabila *subjective career success* dengan dimoderatori oleh *perceived supervisor support*. Hasil penelitian menunjukkan bahwa *perceived supervisor support* tidak terbukti berperan sebagai moderator dalam hubungan antara *subjective career success* dengan *turnover intention* ($R^2=0,246$; $p=0,874$; $p>0,05$).

Kata kunci: *milenial*, *turnover intention*, *subjective career success*, *perceived supervisor support*

The Role of Subjective Career Success towards Turnover Intention: Perceived Supervisor Support as Moderator

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Abstract.

This research aims to examine the role of subjective career success towards turnover intention through perceived supervisor support as moderator variable. Millennial employers tend to job-hopping when their career success is not achieved and supervisor support is lacking, therefore organization productivity hindered. The data collected online to 247 millennials workers through three adaptation scales: turnover intention scale, subjective career succes scale, and perceived supervisor support scale. Turnover intention scale consists of fifteen items from three aspects: thinking of quitting, search for another alternatives, and intention to quit. Subjective career succes scale consists of 24 items from eight aspects: authenticity, growth and development, influence, meaningful work, personal life, quality work, recognition, and satisfaction. Perceived supervisor support scale consists of nine items from four aspects: career guidance, performance feedback, challenging work assignments, and work opportunities that promote employee development and visibility. The data analyzed with multiple regression (MRA) method to predict the condition of turnover intention when subjective career success moderated by perceived supervisor support. The study had shown perceived supervisor support not proved as the moderator role ($R^2=0,246$; $p=0,874$; $p>0,05$). Further analysis, practical implication for organization, and future research discussed.

Keywords: millennial, turnover intention, subjective career success, perceived supervsior support