

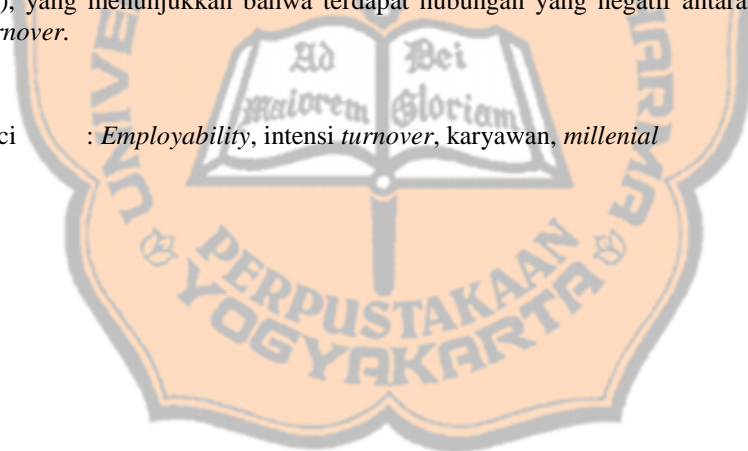
HUBUNGAN ANTARA *EMPLOYABILITY* DAN INTENSI *TURNOVER* PADA KARYAWAN GENERASI MILLENNIAL

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *employability* dan intensi *turnover* pada karyawan generasi *millennial*. Hipotesis dalam penelitian ini yaitu adanya hubungan negatif antara *employability* dan intensi *turnover* pada karyawan generasi *millennial*. Subjek dalam penelitian ini sebanyak 243 karyawan generasi *millennial* yang lahir antara tahun 1980-1995 (25-39 tahun). Reliabilitas skala *employability* dan intensi *turnover* diuji menggunakan teknik *Alpha Cronbach*. Skala *employability* dalam penelitian ini memiliki koefisien *Alpha* berstarta sebesar 0,889 dan skala intensi *turnover* memiliki koefisien *Alpha* sebesar 0,980. Berdasarkan hasil uji normalitas, data *employability* dan data intensi *turnover* keduanya tidak terdistribusi normal. Hasil uji linearitas menunjukkan bahwa hubungan antara *employability* dan intensi *turnover* bersifat linear. Teknik analisa data penelitian ini menggunakan *Spearman*, karena data tidak terdistribusi normal. Hasil korelasi antara *employability* dan intensi *turnover* sebesar -0,367 dengan $p = 0,000$ ($p < 0,05$), yang menunjukkan bahwa terdapat hubungan yang negatif antara *employability* dan intensi *turnover*.

Kata Kunci : *Employability*, intensi *turnover*, karyawan, *millennial*



CORRELATION BETWEEN EMPLOYABILITY AND TURNOVER INTENTION IN MILLENNIAL GENERATION EMPLOYEES

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ABSTRACT

The research aimed to find out the correlation between employability and turnover intention on millennial generation employees. The hypothesis in this study is that there is a negative relationship between employability and turnover intention on millennial generation employees. Subjects in this study were 243 millennial generation employees born between 1980-1995 (25-39 years). Employability scale reliability and turnover intention were tested using Cronbach's Alpha technique. The employability scale in this study has an Alpha coefficient of 0.949 and the turnover intention scale has an Alpha coefficient of 0.980. Based on the results of the normality test, the employability data and the turnover intention data are not normally distributed. The linearity test results show that the relationship between employability and turnover intention is linear. The data analysis technique of this study uses Spearman, because the data are not normally distributed. The correlation between employability and turnover intention was -0.336 with $p = 0.000$ ($p < 0.05$), which shows that there is a negative relationship between employability and turnover intention.

Keywords: Employability, turnover intention, employees, millennial

