

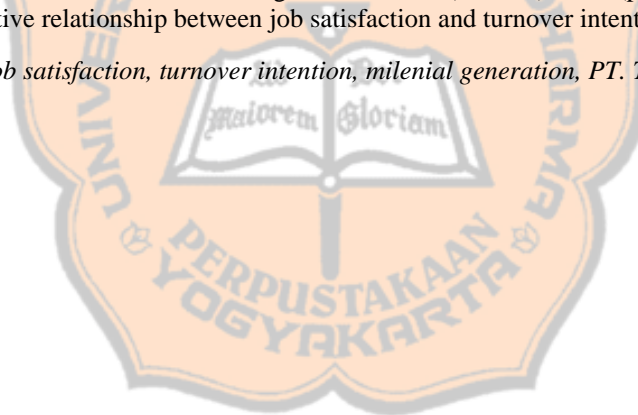
## RELATIONSHIP BETWEEN JOB SATISFACTION AND TURNOVER INTENTION IN MILENIAL GENERATION IN PT. TITIP JEPANG INDONESIA

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### ABSTRACT

The purposes of this research was to know the correlation between job satisfaction to turnover intention in milenial generation at PT. Titip Jepang Indonesia. The Hypothesis of this study was that is a negative and significant correlations between job satisfacton to turnover intention in context of milenial generation at PT. Titip Jepang Indonesia. Subjects in this study were 37 employee aged in milenial generation that born between 1985-2000 (20-35 years old). The reliability of job satisfaction scale and turnover intenion scale were tested using Cronbach Alpha technique. The reliability of job satisfaction scale in this study has an 0,879 Alpha coefficient and the turnover intention scale has an 0,921 Alpha coefficient. Based on the normality test the job satisfaction data and turnover intention data are normally distributed. The linearity test shown that the relationship between job satisfaction and turnover intention was linear. The data analysis technique used in this study were Pearson because the data is normally distributed. The correlation between job satisfaction and turnover intention was -0,385 with significance level (1-tailed) 0,009 ( $p < 0,05$ ) which means that there is a negative relationship between job satisfaction and turnover intention.

**Kata kunci:** *job satisfaction, turnover intention, milenial generation, PT. Titip Jepang Indonesia*



## HUBUNGAN ANTARA KEPUASAN KERJA DENGAN INTENSI TURNOVER PADA GENERASI MILENIAL DI PT. TITIP JEPANG INDONESIA

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### ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kepuasan kerja dan intensi turnover pada karyawan generasi milenial di PT. Titip Jepang Indonesia. Hipotesis dalam penelitian ini yaitu ada hubungan negatif antara kepuasan kerja dan intensi turnover pada karyawan generasi milenial di PT. Titip Jepang Indonesia. Subjek dalam penelitian ini sebanyak 37 orang yang lahir antara tahun 1985-2000 (20-35 tahun). Reliabilitas skala kepuasan kerja dan intensi turnover diuji menggunakan teknik *alpha Cronbach*. Skala kepuasan kerja dalam penelitian ini memiliki koefisien *Alpha Cronbach* sebesar 0,879 dan skala intensi turnover memiliki koefisien *Alpha Cronbach* sebesar 0,921. Berdasarkan hasil uji normalitas, data kepuasan kerja dan data intensi turnover terdistribusi normal. Hasil uji linearitas menunjukkan bahwa hubungan antara kepuasan kerja dan intensi turnover bersifat linear. Teknik analisa data penelitian ini menggunakan metode Pearson karena data terdistribusi normal. Hasil uji korelasi antara kepuasan kerja dan intensi turnover sebesar -0,385 dengan  $p = 0,009$  ( $p < 0,05$ ) yang menunjukkan bahwa terdapat hubungan yang negatif antara kepuasan kerja dan intensi turnover.

**Kata kunci:** kepuasan kerja, intensi turnover, generasi milenial, PT. Titip Jepang Indonesia

