

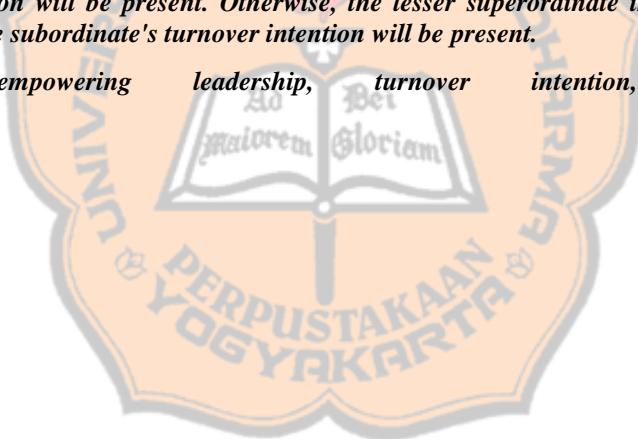
**THE RELATIONSHIP BETWEEN EMPOWERING LEADERSHIP
AND TURNOVER INTENTION AMONG GENERATION Z EMPLOYEES**

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ABSTRACT

The main objective of this study is to investigate the correlation between empowering leadership and turnover intention among Generation Z employee. The proposed hypothesis were empowering leadership has a negative correlation with turnover intention. The research participants were 186 people ($N = 186$) with some criterions; born in 1995-2002, full-time employee, and have been working at least 6 months in their current institution/company. The instrument used in this study were empowering leadership scale that had been adapted from Amundsen & Martinsen (2014a)'s Empowering Leadership Scale and turnover intention scale that had been adapted from Landau & Hammer (1986)'s Turnover Intention Scale. Adapted scale of empowering leadership showed satisfactory reliability. Reliability coefficient of autonomy support dimension was 0.815, reliability coefficient of Development Support dimension was 0.852, and composite reliability coefficient of the two dimensions was 0.96. Adapted scale of turnover intention also showed satisfactory reliability with Cronbach's alpha 0.810. The data were analyzed using Spearman's rho. The result of this study showed significance negative correlation between empowering leadership and turnover intention with correlation coefficient -0.257. These result showed that the more superordinate implements empowering leadership, lesser subordinate's turnover intention will be present. Otherwise, the lesser superordinate implements empowering leadership, more subordinate's turnover intention will be present.

Keywords: empowering leadership, turnover intention, Generation Z



HUBUNGAN ANTARA *EMPOWERING LEADERSHIP* DAN INTENSI *TURNOVER* PADA KARYAWAN GENERASI Z

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ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui hubungan antara *empowering leadership* dan intensi *turnover* pada karyawan Generasi Z. Hipotesis dalam penelitian ini adalah terdapat hubungan negatif antara *empowering leadership* dan intensi *turnover*. Penelitian ini mendapatkan 186 partisipan dengan kriteria: merupakan kelahiran 1995-2002, *full-time employee*, dan telah bekerja minimal selama 6 bulan dalam institusi/perusahaan saat ini. Alat ukur yang digunakan dalam penelitian ini adalah *empowering leadership scale* yang diadaptasi dari Amundsen & Martinsen (2014a) dan skala intensi *turnover* yang diadaptasi dari Landau & Hammer (1986). *Empowering leadership scale* memiliki reliabilitas alpha sebesar 0,815 pada Dimensi Dukungan Otonomi, koefisien reliabilitas sebesar 0,852 pada Dimensi Dukungan Pengembangan, dan koefisien reliabilitas alpha berstrata (komposit) pada seluruh dimensi sebesar 0,96. Untuk skala intensi *turnover* didapatkan reliabilitas alpha sebesar 0,810. Analisis korelasi menggunakan *Spearman's Rho* menemukan hasil bahwa terdapat hubungan negatif yang signifikan dengan koefisien korelasi -0,257. Hasil tersebut dapat dimaknai bahwa semakin atasan menerapkan *empowering leadership*, maka intensi *turnover* bawahan rendah. Sebaliknya, semakin atasan tidak menerapkan *empowering leadership*, maka intensi *turnover* bawahan tinggi.

Kata kunci: *empowering leadership*, intensi *turnover*, Generasi Z

