

ABSTRAK

Susanto, E. K. (2023). Hubungan antara adversity quotient dan intensi turnover pada karyawan generasi z di Indonesia. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara *adversity quotient* dan intensi *turnover* pada karyawan generasi Z di Indonesia. Hipotesis penelitian ini adalah terdapat hubungan negatif antara *adversity quotient* dengan intensi *turnover* pada karyawan generasi Z di Indonesia. Partisipan yang terlibat dalam penelitian ini adalah 256 karyawan generasi Z di Indonesia. Jenis penelitian ini merupakan penelitian kuantitatif dengan teknik pengambilan sampel *convenience sampling*. Alat ukur yang digunakan dalam penelitian ini terdiri dari dua skala, yaitu skala intensi *turnover* yang diadaptasi oleh Pinandito (2021) dari skala milik Landau dan Hammer (1986) dan skala *adversity quotient* yang telah dimodifikasi dari skala milik Indriasari (2012). Skala intensi *turnover* memiliki koefisien reliabilitas *alpha cronbach* sebesar 0.708 dan skala *adversity quotient* memiliki koefisien reliabilitas *alpha* berstrata sebesar 0.855. Uji hipotesis penelitian ini menggunakan teknik analisis korelasi *Pearson Product Moment* karena data terdistribusi normal. Hasil uji hipotesis menunjukkan nilai signifikansi sebesar 0.008 dan koefisien korelasi sebesar -0.149. Hasil tersebut berarti terdapat hubungan yang negatif signifikan antara *adversity quotient* dengan intensi *turnover* pada karyawan generasi Z di Indonesia.

Kata kunci: *adversity quotient*, intensi *turnover*, karyawan generasi Z di Indonesia

ABSTRACT

Susanto, E. K. (2023). Correlation between adversity quotient and turnover intention among generation z employees in Indonesia. *Thesis*. Yogyakarta: Psychology, Psychology Faculty, Sanata Dharma University.

The research aimed to determine the correlation between adversity quotient and turnover intention among generation Z employees in Indonesia. The hypothesis of this research is that there was a negative correlation between adversity quotient and turnover intention among generation Z employees in Indonesia. The participants involved in this study were 256 generation Z employees in Indonesia. This research use a quantitative approach with convenience sampling technique. The measuring instruments used in this research were two scales, which are turnover intention scale that had been adapted by Pinandito (2021) from Landau and Hammer (1986)'s scale and adversity quotient scale that had been modified form Indriasari (2012)'s scale. The Cronbach's alpha reliability coefficient of turnover intention scale was 0.708 and the stratified alpha reliability coefficient of adversity quotient scale was 0.855. To test the hypothesis, this study used Pearson Product Moment correlation analysis technique because the data was normally distributed. The result of the hypothesis test revealed a significance value at 0.008 and correlation coefficient at -0.149. These results showed that there is a significant negative correlation between adversity quotient and turnover intention among generation Z employees in Indonesia.

Keywords: *adversity quotient, turnover intention, generation Z employees in Indonesia*