

**HUBUNGAN PERSEPSI DUKUNGAN *SUPERVISOR*
DENGAN INTENSI *TURNOVER*
PADA KARYAWAN GENERASI MILENIAL**

Silvia Novera

ABSTRAK

Penelitian ini bertujuan untuk menguji hubungan antara persepsi dukungan *supervisor* dengan intensi *turnover* pada karyawan generasi milenial yang bekerja sebagai karyawan bank. Hipotesis penelitian ini yaitu terdapat hubungan negatif antara persepsi dukungan *supervisor* dengan intensi *turnover* pada karyawan generasi milenial. Responden dalam penelitian ini adalah karyawan bank laki-laki dan perempuan yang lahir pada tahun 1982-2000 sebanyak 78 responden. Metode pengumpulan data dilakukan menggunakan kuesioner online yang terdiri dari skala persepsi dukungan *supervisor* (14 item, $\alpha=0,9$) dan skala intensi *turnover* (5 item, $\alpha=0,8$). Data penelitian dianalisis menggunakan statistik non-parametrik spearman's rho karena data tidak terdistribusi normal. Hasil uji korelasi menunjukkan bahwa tidak terdapat hubungan antara persepsi dukungan *supervisor* dan intensi *turnover* ($r=-0,171$; $p=0,067$). Hal ini menunjukkan bahwa hipotesis ditolak.

Kata kunci: Generasi Milenial, Intensi *Turnover*, Persepsi Dukungan *Supervisor*

**THE RELATIONSHIP BETWEEN PERCEIVED SUPERVISOR SUPPORT
AND TURNOVER INTENTION
IN MILLENNIAL GENERATION EMPLOYEES**

Silvia Novera

ABSTRACT

This study aimed to determine the relationship between perceived supervisor support with turnover intention of millennial generation employees. The proposed research hypothesis is that there is a negative and significant relationship between perceived supervisor support and turnover intention of millennial generation employees. The subjects in this study were male and female bank employees born in 1982-2000. 78 bank employees were used as respondent within this study the data collection method was conducted using a questionnaire consisting of a perceived supervisor support (14 items, $\alpha=0,9$) and a turnover intention (5 items, $\alpha=0,8$). The research data was analysed using spearman's rho non-parametric statistical methods because the data was not normally distributed. There was no relationship between perceived supervisor support and turnover intention ($r=-0,171$; $p=0,067$). This shows that the hypothesis is rejected.

Keywords: *Perceived Supervisor Support, Turnover Intention, Millennial Generation*