

ABSTRAK

Timur, Finley Surya. 2025. Hubungan antara Conscientiousness dan Turnover Intention pada Karyawan Milenial. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan antara *conscientiousness* dan *turnover intention*. Hipotesis penelitian ini adalah *conscientiousness* berhubungan secara negatif dengan *turnover intention*. Penelitian ini adalah penelitian non-eksperimental kuantitatif jenis korelasional. Responden penelitian merupakan 102 (51 laki-laki dan 51 perempuan) karyawan perusahaan yang lahir pada tahun 1981 hingga 1996 atau generasi milenial. Data penelitian dikumpulkan menggunakan form kuesioner *online* yang disebar melalui media sosial. Penelitian ini menggunakan dua skala yang dibuat sendiri oleh penulis. Skala *conscientiousness* dibuat berdasarkan aspek - aspek yang dinyatakan Jackson & Roberts (2017) dan skala *turnover intention* dibuat menggunakan berdasarkan indikator *turnover intention* dari Sager et al. (1998). Validitas item telah dikonfirmasi dengan *expert judgement*. Hasil uji coba menunjukkan bahwa skala memiliki taraf reliabilitas $\alpha = 0.86$ untuk skala *conscientiousness*, dan $\alpha = 0.91$ untuk skala *turnover intention*, dengan daya diskriminasi item skala *conscientiousness* berkisar antara 0.34 – 0.64 dan daya diskriminasi item skala *turnover intention* berkisar antara 0.43 – 0.84. Data penelitian dianalisis dengan metode statistik parametrik, uji korelasional *Pearson Product Moment*. Hasil penelitian menunjukkan terdapat hubungan korelasional negatif yang signifikan antara *conscientiousness* dan *turnover intention* ($p = 0.000$, $p < 0.05$), sesuai dengan hipotesis yang diajukan.

Kata kunci: *Conscientiousness*, *turnover intention*, milenial

ABSTRACT

Timur, Finley Surya. 2025. The Relationship between Conscientiousness and Turnover Intention among Millennial Employees. *Thesis*. Yogyakarta: Psychology Department, Faculty of Psychology, Sanata Dharma University.

This study aims to examine whether there is a relationship between conscientiousness and turnover intention. The hypothesis of this study is that conscientiousness is negatively related to turnover intention. This research is a non-experimental quantitative study of the correlational type. The respondents of the study were 102 employees (51 males and 51 females) born between 1981 and 1996, or the millennial generation. Data were collected using an online questionnaire distributed through social media. The study utilized two scales developed by the author. The conscientiousness scale was based on the aspects proposed by Jackson & Roberts (2017), and the turnover intention scale was constructed using indicators from Sager et al. (1998). Item validity was confirmed through expert judgment. Reliability testing showed that the conscientiousness scale had a reliability coefficient of $\alpha = 0.86$, and the turnover intention scale had a reliability coefficient of $\alpha = 0.91$, with item discrimination values ranging from 0.34 to 0.64 for the conscientiousness scale and 0.43 to 0.84 for the turnover intention scale. The research data were analyzed using parametric statistical methods, specifically Pearson's Product Moment correlation. The results revealed a significant negative correlation between conscientiousness and turnover intention ($p = 0.000$, $p < 0.05$), supporting the proposed hypothesis.

Keywords: *Conscientiousness, turnover intention, millennials*