

ABSTRAK

Paramitha, Nadya. 2025. Hubungan Komitmen Organisasi Afektif dan Intensi Turnover Pada Karyawan Generasi Z di Industri Makanan dan Minuman. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui hubungan antara komitmen afektif dan intensi *turnover* pada karyawan generasi Z di industri makanan dan minuman (F&B). Hipotesis penelitian yang diajukan adalah adanya hubungan negatif yang signifikan antara variabel komitmen afektif dengan intensi *turnover*. Subjek dalam penelitian ini adalah 123 karyawan generasi Z (kelahiran 1997 – 2012) yang bekerja di perusahaan F&B di Indonesia. Pengumpulan data dilakukan dengan membagikan kuesioner penelitian yang terdiri dari skala komitmen afektif (6 item, $\alpha = 0,801$) dan skala intensi *turnover* (6 item, $\alpha = 0,743$). Hasil uji asumsi menunjukkan bahwa data tidak memenuhi syarat normalitas, namun memenuhi syarat linearitas. Oleh karena itu, analisis data dilakukan menggunakan korelasi *Spearman's rho*. Hasil uji korelasi menunjukkan bahwa variabel komitmen afektif berkorelasi negatif dengan intensi *turnover*. Kedua variabel memiliki nilai koefisien korelasi $r = -0.477$ dan nilai signifikansi $p < 0.001$. Hal ini menunjukkan bahwa semakin tinggi komitmen afektif karyawan, maka semakin rendah intensi *turnover* yang dimiliki, dan sebaliknya.

Kata kunci: karyawan generasi Z, industri makanan dan minuman, komitmen organisasi afektif, intensi *turnover*

ABSTRACT

Paramitha, Nadya. 2025. The Relationship Between Affective Organizational Commitment and Turnover Intention Among Generation Z Employees in the Food and Beverage Industry. *Thesis*. Yogyakarta: Psychology, Faculty of Psychology, Sanata Dharma University.

This study aims to examine the relationship between affective commitment and turnover intention among Generation Z employees in the food and beverage (F&B) industry. The proposed hypothesis is that there is a significant negative relationship between affective commitment and turnover intention. The subjects of this study were 123 Generation Z employees (born between 1997–2012) working in F&B companies in Indonesia. Data were collected using a research questionnaire consisting of an affective commitment scale (6 items, $\alpha = 0.801$) and a turnover intention scale (6 items, $\alpha = 0.743$). Assumption testing indicated that the data did not meet the normality assumption but fulfilled the linearity assumption. Therefore, data analysis was conducted using Spearman's rho correlation. The results showed that affective commitment was negatively correlated with turnover intention. The two variables had a correlation coefficient of $r = -0.477$ and a significance value of $p < 0.001$. This indicates that the higher the employees' affective commitment, the lower their turnover intention, and vice versa.

Keywords: Generation Z employees, food and beverage, affective organizational commitment, turnover intention