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Pengaruh Persepsi Dukungan Organisasi terhadap Intensi Turnover pada Tenaga Kerja Generasi Milenial Kota Balikpapan

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ABSTRACT
 This study aims to determine the influence of perceived organizational support on turnover intentions among millennials employee in Balikpapan City. This study used a quantitative approach. The respondents of the study were 300 millennial generation workers in Balikpapan who were selected through purposive sampling techniques. The data analysis technique used is a simple linear regression test. The results of this study show that there is a significant influence between the perceived organizational support for turnover intentions in the millennial generation workforce of Balikpapan City which has an influence contribution value of 45.8%. The higher the turnover intention, the lower the perceived organizational support for the millennial workforce of Balikpapan City. Vice versa, the lower the turnover intention, the higher the perception of organizational support for the millennial generation workforce of Balikpapan City. The practical implication of this research is that perceived organizational support are one of the factor in the emergence of turnover intention in the millennial generation, this indicates that organizational support which is then perceived as good or bad by the workforce will be a consideration to stay or leave the company.

ABSTRAK
 Penelitian ini bertujuan untuk mengetahui pengaruh persepsi dukungan organisasi terhadap intensi turnover pada tenaga kerja generasi milenial Kota Balikpapan. Penelitian ini menggunakan pendekatan kuantitatif. Responden penelitian sebanyak 300 tenaga kerja generasi milenial kota Balikpapan yang dipilih melalui teknik purposive sampling. Teknik analisis data yang digunakan adalah uji regresi linear sederhana. Hasil penelitian ini menunjukkan bahwa terdapat pengaruh yang signifikan antara persepsi dukungan organisasi terhadap intensi turnover pada tenaga kerja generasi milenial Kota Balikpapan dengan kontribusi pengaruh sebesar 45,8%. Semakin tinggi intensi turnover, maka semakin rendah persepsi dukungan organisasi pada tenaga kerja generasi milenial Kota Balikpapan. Begitu pula sebaliknya semakin rendah intensi turnover, maka semakin tinggi persepsi dukungan organisasi pada tenaga kerja generasi milenial Kota Balikpapan. Implikasi praktis dalam penelitian ini adalah persepsi dukungan organisasi menjadi salah satu faktor munculnya intensi turnover pada generasi milenial, hal ini merandakan dengan adanya dukungan organisasi yang kemudian dipeperjakan baik maupun buruk oleh tenaga kerja akan menjadi pertimbangan untuk tetap bertahan ataupun pergi meninggalkan perusahaan.

Kata kunci
 Persepsi Dukungan Organisasi, Intensi Turnover.

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