

Pengaruh knowledge sharing, competency development, dan affective commitment terhadap turnover intention (studi empiris pada karyawan generasi milenial Indonesia) = The effect of knowledge sharing, competency development, and affective commitment on turnover intention (empirical study on Indonesian millennial employees)

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh knowledge sharing, competency development, dan affective commitment terhadap turnover intention pada karyawan generasi milenial Indonesia. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan cross-sectional design dan metode convenience sampling untuk mengumpulkan data primer. Sampel dalam penelitian ini diperoleh dari 540 karyawan generasi milenial Indonesia (lahir antara 1981-2000) dan pengolahan data dilakukan dengan menggunakan metode Structural Equation Modelling (SEM).

Hasil penelitian menunjukkan bahwa knowledge sharing memiliki pengaruh positif terhadap competency development dan affective commitment, competency development memiliki pengaruh positif terhadap affective commitment, serta affective commitment memiliki pengaruh negatif terhadap turnover intention. Kontribusi teoritis dari penelitian ini adalah dapat menemukan pengaruh knowledge sharing, competency development, dan affective commitment terhadap turnover intention, serta kontribusi praktis dari penelitian ini adalah sebagai bahan pertimbangan untuk menurunkan turnover intention karyawan generasi milenial Indonesia.

.....This study aims to discover the effects of knowledge sharing, competency development, and affective commitment on turnover intention of Indonesian millennial employees. This study uses a quantitative approach with cross-sectional design and convenience sampling method to collect primary data. Sample was obtained from 540 Indonesian Millennial employees (born between 1981 and 2000) while data is analyzed using Structural Equation Modelling (SEM).

Results indicate that knowledge sharing has a positive effect on competency development and affective commitment, competency development has a positive effect on affective commitment, and affective commitment has a negative effect on turnover intention. The theoretical contribution of this study is the discovery of effects of knowledge sharing, competency development, and affective commitment on turnover intention, and the practical contribution is provision of considerable factors in minimizing the turnover intention of Indonesian millennial employees.