

# Peran keterlibatan kerja sebagai mediator pada hubungan antara kesempatan berkembang dan niat berhenti kerja pada pekerja milenial = The role of work engagement as the mediator on the relationship between opportunities to develop and turnover intention in millennial workers

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## Abstrak

Niat berhenti kerja pekerja milenial (lahir tahun 1980-2000) lebih tinggi dibanding dengan pekerja generasi lainnya. Berdasarkan teori job demand-resources, kesempatan berkembang berhubungan negatif dengan niat berhenti kerja melalui keterlibatan kerja. Penelitian dilakukan untuk melihat peran keterlibatan kerja terhadap hubungan antara kesempatan berkembang dan niat berhenti kerja pada pekerja milenial. Partisipan dari penelitian itu yaitu 352 pekerja milenial (berusia 20 hingga 40 tahun) dan telah bekerja selama lebih dari 6 bulan. Alat ukur yang digunakan yaitu, Turnover Intention Scale (Mobley, Homer, & Hollingsworth, 1978), Indonesian Quality of Worklife Questionnaires (Radikun, 2018) dan Copenhagen Psychosocial Questionnaire versi 3 (Burr et al., 2018). Hasil analisis menggunakan Hayess Macro PROCESS menunjukkan adanya efek mediasi sebagian dari keterlibatan kerja terhadap hubungan antar kesempatan berkembang dan niat berhenti kerja, dengan adanya signifikansi pada indirect effect dan direct effect.

.....The turnover intention in millennial workers (born in 1980-2000) is higher than the other generations. Based on the job demand-resources theory, the opportunity to develop is negatively related to the turnover intention through work engagement. The study was conducted to observe at the role of work engagement in the relationship between opportunity to develop and turnover intention in millennial workers. The study was conducted on 352 millennial employees, aged 20 to 40 years and had worked for more than 6 months. The instruments used are Turnover Intention Scale (Mobley, Homer, & Hollingsworth, 1978), Indonesian Quality of Worklife Questionnaires (Radikun, 2018), and Copenhagen Psychosocial Questionnaire version 3 (Burr et al., 2018). The results of the analysis using Hayess Macro PROCESS show that there is a mediating effect of the work engagement on the relationship between opportunities to develop and the turnover intention, with the significance of the indirect effect and direct effect.