

Pengaruh Work-Life Balance, Organizational Commitment, dan Organizational Citizenship Behavior terhadap Intention to Stay pada Generasi Milenial di Indonesia = The Effect of Work-Life Balance, Organizational Commitment, and Organizational Citizenship Behavior Towards Intention to Stay at Millennial Generations in Indonesia

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Abstrak

Hingga kini, semakin banyak studi yang membahas mengenai generasi milenial. Dengan dimulainya era global, semakin besar kebutuhan perusahaan akan karyawan generasi milenial. Penelitian ini berfokus pada pengaruh work-life balance, organizational commitment, dan organizational citizenship behavior terhadap intention to stay pada generasi milenial di Indonesia. Survey secara online dilakukan selama kurun waktu 1 bulan, dan pengolahan data dilakukan menggunakan software SEM-LISREL. Hasil penelitian menunjukkan bahwa work-life balance memiliki hubungan yang negatif dan signifikan terhadap intention to stay. Organizational commitment terbukti memiliki hubungan positif dan signifikan terhadap intention to stay. Organizational citizenship behavior memiliki hubungan yang positif namun tidak signifikan terhadap intention to stay. Perusahaan yang mempekerjakan karyawan generasi milenial sebaiknya memperhatikan work-life balance dan organizational commitment karyawan untuk mengetahui seberapa besar atau kecil intention to stay mereka, sehingga perusahaan dapat mengeluarkan atau memperbaiki kebijakan perusahaan yang diharapkan akan meningkatkan keinginan bertahan karyawan generasi milenial. Diskusi, implikasi manajerial, dan saran untuk penelitian selanjutnya diberikan pada akhir laporan ini.

.....Until now, more and more studies have discussed the millennial generation. With the start of the global era comes the greater need for companies to employ millennial generation workers. This study focuses on the effect of work-life balance, organizational commitment, and organizational citizenship behavior on intention to stay in the millennial generation in Indonesia. The online survey was conducted over a period of 1 month, and data processing was carried out using SEM-LISREL software. The results showed that work-life balance have a negative and significant relationship with intention to stay. Organizational commitment is proven to have a positive and significant relationship with intention to stay. Organizational citizenship behavior is found to have a positive relationship with intention to stay, however the relationship is not significant. Companies employing millennial generation employees should pay attention to the work-life balance and organizational commitment of employees to find out how big or small their intention to stay is, so that companies can issue or improve company policies which are expected to increase millennial generation employees' willingness to stay. Discussion, managerial implications, and suggestions for further research are provided at the end of this report.