

Perbedaan Work Values Antargenerasi dan Pengaruhnya pada Turnover Intention = A Study on Generational Differences in Work Values and its Effect on Turnover Intention

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Abstrak

Salah satu tantangan terbesar yang akan dihadapi oleh berbagai organisasi di tahun-tahun mendatang adalah keragaman generasi di tempat kerja. Ketidaksesuaian work values karyawan dengan organisasi dapat menyebabkan ketidakpuasan, penurunan komitmen, dan peningkatan turnover intention. Penelitian ini mengkaji perbedaan nilai kerja Gen X (karyawan yang lahir tahun 1965 sampai 1979), Gen Y (karyawan yang lahir tahun 1980 sampai 1994), dan Gen Z (karyawan yang lahir tahun 1995 sampai 2012) dan pengaruhnya terhadap turnover intention. Dari hasil penelitian ini ditemukan bahwa terdapat perbedaan extrinsic, intrinsic, dan social work values antara Gen X dan Gen Z, dan leisure work values antara Gen X, Y, dan Z. Juga, terdapat pengaruh leisure work values terhadap turnover intention pada Gen X, Y, dan Z. Namun, responden dalam penelitian ini relatif sedikit, sehingga agak sulit untuk menggeneralisasi penelitian ini di seluruh tingkat industri dan pendidikan.

.....One of the biggest challenges that will be faced by various organizations in the coming years will be the generation diversity in the workplace. A mismatch of an employee's work values to the organization can lead to dissatisfaction, decreased in commitment, and increased in turnover intention. This study examines the differences in work values of Gen X (people born in 1965 to 1979), Gen Y (people born in 1980 to 1994), and Gen Z (people born in 1995 to 2012) and its effect on turnover intention. From the results of this study, it can be concluded that there are differences in extrinsic, intrinsic, and social work values between Gen X and Gen Z, and leisure work values between Gen X, Y, and Z. Also, there is a significant effect of leisure work values on turnover intention in Gen X, Y, and Z. However, the participants in this study were relatively few, so it's a bit difficult to generalize this research across industrial and educational level.