

Pengaruh Perceived Supervisor Support dan Self-Efficacy Terhadap Turnover Intention pada Karyawan Generasi Millennial dan Generasi Z di Jabodetabek dengan Peran Mediasi Burnout = The Effect of Perceived Supervisor Support and Self-Efficacy on Turnover Intention in Millennial Generation and Generation Z Employees in Jabodetabek with Burnout Mediation Roles

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Abstrak

Penelitian ini secara garis besar dilakukan untuk mengetahui pengaruh perceived supervisor support dan self-efficacy terhadap turnover intention pekerja Gen Y dan Gen Z di Jabodetabek dengan peran mediasi burnout. Terdapat 6 hipotesis yang peneliti rancang pada penelitian ini. Dengan menggunakan pendekatan structural equation modelling (SEM), beberapa temuan dihasilkan dari data yang telah terkumpul dari 207 responden pekerja Gen Y dan Gen Z di Jabodetabek. Temuan atau hasil dalam penelitian ini menunjukkan bahwa perceived supervisor support memiliki pengaruh yang signifikan negatif terhadap burnout dan turnover intention pekerja Gen Y dan Gen Z di Jabodetabek. Kemudian, self-efficacy juga memiliki pengaruh yang signifikan negatif terhadap burnout dan turnover intention pekerja Gen Y dan Gen Z di Jabodetabek. Ditambah dengan adanya variabel burnout memediasi hubungan antara perceived supervisor support dan self-efficacy terhadap turnover intention pekerja Gen Y dan Gen Z di Jabodetabek, semakin tinggi perceived supervisor support dan self-efficacy yang dimiliki karyawan Gen Y dan Gen Z di Jabodetabek, maka semakin rendah perasaan burnout dan turnover intention yang dialami oleh karyawan Gen Y dan Gen Z di Jabodetabek. Kesimpulannya, penting untuk perusahaan memperhatikan perceived supervisor support dan self-efficacy dari karyawannya khususnya Gen Y dan Gen Z di Jabodetabek untuk menurunkan tingkat burnout dan turnover intention karyawannya.

.....This research was conducted to determine the effect of perceived supervisor support and self- efficacy on the turnover intention of Gen Y and Gen Z workers in Jabodetabek with the role of mediating burnout. Using a structural equation modeling (SEM) approach, several findings were generated from data collected from 207 Gen Y and Gen Z worker respondents in Greater Jakarta. The findings in this study indicate that perceived supervisor support has a significant negative effect on burnout and turnover intention of Gen Y and Gen Z workers in Jabodetabek. Then, self-efficacy also has a significant negative effect on burnout and turnover intention of Gen Y and Gen Z workers in Jabodetabek. Coupled with the presence of the burnout variable mediating the relationship between perceived supervisor support and self-efficacy on the turnover intention of Gen Y and Gen Z workers in Jabodetabek. Thus, the higher the perceived supervisor support and self-efficacy of Gen Y and Gen Z employees in Jabodetabek, the lower feelings of burnout and turnover intention experienced by Gen Y and Gen Z employees in Jabodetabek. In conclusion, it is important for companies to pay attention to the perceived supervisor support and self-efficacy of their employees, especially Gen Y and Gen Z in Jabodetabek to reduce the burnout rate and turnover intention of their employees.