

## Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh variabel independen (*work-family conflict*) terhadap variabel dependen (*turnover intention*) pada karyawan milenial dengan *perceived supervisor support* sebagai variabel moderasi. Populasi yang digunakan dalam penelitian ini yaitu karyawan generasi milenial RST Wijayakusuma sebanyak 322 orang dan 77 orang sampel diperoleh menggunakan rumus slovin. Teknik pengambilan sampel dalam penelitian ini menggunakan *simple random sampling*.

Dari hasil penelitian ini dapat diketahui bahwa *work-family conflict* berpengaruh positif terhadap *turnover intention* dan *perceived supervisor support* memoderasi pengaruh antara *work-family conflict* terhadap *turnover intention*. Implikasi dari penelitian ini adalah semakin tinggi *work family conflict* maka akan meningkatkan *turnover intention*, sebaliknya jika *work-family conflict* semakin rendah maka *turnover intention* akan berkurang. Berkaitan dengan hal tersebut *perceived supervisor support* dapat memoderasi adanya *turnover intention*. Hal ini menunjukkan bahwa ketersediaan atasan dalam membantu, mendengarkan permasalahan dan menunjukkan kepedulian terhadap kesejahteraan karyawan akan menurunkan tingkat *turnover intention*, begitu juga sebaliknya ketidaksediaan atasan dalam hal tersebut akan meningkatkan *turnover intention*.

**Kata Kunci** : *Work-Family Conflict, Turnover Intention, Perceived Supervisor Support*



### **Abstract**

*The purpose of this study was to determine the effect of the independent variable (work-family conflict) on the dependent variable (turnover intention) in millennial employees with perceived supervisor support as a moderating variable. The population used in this study were 322 employees of the millennial generation of RST Wijayakusuma and 77 samples were obtained using the slovin formula. The sampling technique in this study used simple random sampling.*

*From the results of this study, it can be seen that work-family conflict has a positive effect on turnover intention and perceived supervisor support moderates the effect of work-family conflict on turnover intention. The implication of this research is that the higher the work-family conflict, the higher the turnover intention, on the other hand, if the work-family conflict is lower, the turnover intention will decrease. In this regard, perceived supervisor support can moderate turnover intention. This shows that the availability of superiors in helping, listening to problems and showing concern for the welfare of employees will reduce the level of turnover intention, and vice versa, the unavailability of superiors in this case will increase turnover intention.*

**Keywords :** *Work-Family Conflict, Turnover Intention, Perceived Supervisor Support*

