

ABSTRAK

Secara umum penelitian ini bertujuan untuk menganalisis pengaruh antara *Perceived Organizational Support*, *Distributive Justice*, dan *Affective Commitment* terhadap *Turnover Intention*. Responden dalam penelitian ini adalah karyawan BPR Bank Surya Yudha Banjarnegara Kantor Pusat yang masuk ke dalam generasi milenial.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan regresi berganda dapat disimpulkan bahwa: (1) *Perceived Organizational Support* berpengaruh negatif terhadap *Turnover Intention*. (2) *Perceived Organizational Support* berpengaruh positif terhadap *Affective Commitment* karyawan. (3) *Distributive Justice* berpengaruh negatif terhadap *Turnover Intention* karyawan. (4) *Distributive Justice* berpengaruh positif terhadap *Affective Commitment* karyawan. (5) *Affective Commitment* berpengaruh negatif terhadap *Turnover Intention* karyawan. (6) *Affective Commitment* memediasi pengaruh *Perceived Organizational Support* terhadap *Turnover Intention* karyawan. (7) *Affective Commitment* memediasi pengaruh *Distributive Justice* terhadap *Turnover Intention* karyawan.

Implikasi dalam penelitian ini yaitu dalam upaya menurunkan tingkat *Turnover Intention* pada karyawan, BPR Bank Surya Yudha Banjarnegara diharapkan untuk memberikan dukungan dan juga keadilan kepada karyawan agar komitmen afektifnya dapat meningkat, dimana dengan hal tersebut akan meningkat pula rasa percaya karyawan terhadap perusahaan.

Kata Kunci: *Perceived Organizational Support*, *Distributive Justice*, *Affective Commitment*, *Turnover Intention*.

ABSTRACT

This study analyzes the effects of Perceived Organizational Support, Distributive Justice, and Affective Commitment on Turnover Intention. Respondents in this study were BPR Bank Surya Yudha Banjarnegara Head Office employees who belong to the millennial generation.

Based on the results of research and data analysis using multiple regression, it can be concluded that: (1) Perceived Organizational Support has a negative effect on Turnover Intention. (2) Perceived Organizational Support positively affects employee Affective Commitment. (3) Distributive Justice has a negative effect on employee Turnover Intention. (4) Distributive Justice positively affects employees' Affective Commitment. (5) Affective Commitment has a negative effect on employee Turnover Intention. (6) Affective Commitment mediates the effect of Perceived Organizational Support on employee Turnover Intention. (7) Affective Commitment mediates the effect of Distributive Justice on employee Turnover Intention.

The research implies that to reduce the level of Turnover Intention of employees, BPR Bank Surya Yudha Banjarnegara is expected to provide support and fairness to employees so that their Affective Commitment can increase, in which case employees' trust in the company will also increase.

Keywords: Perceived Organizational Support, Distributive Justice, Affective Commitment, Turnover Intention.