

**PENGARUH KOMITMEN ORGANISASI TERHADAP *TURNOVER INTENTION* GENERASI Z PADA GURU DI SMK SWASTA DI KABUPATEN JEMBER**

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**INTISARI**

Tujuan dari penelitian ini adalah untuk mengetahui ada atau tidaknya komitmen organisasi berpengaruh terhadap *turnover intention*. Untuk mencapai tujuan tersebut, penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian asosiatif melalui kuesioner terhadap subjek penelitian generasi Z pada guru SMK Swasta Kab, Jember. Instrumen yang digunakan oleh peneliti yaitu alat ukur komitmen organisasi dan alat ukur *turnover intention*. Analisis yang digunakan dalam penelitian ini adalah regresi linier sederhana.

Hasil penelitian: 1) Generasi Z pada guru SMK Swasta Kab, Jember sebesar 62,4% responden memiliki tingkat komitmen organisasi pada kategori “Tinggi”, membuktikan bahwa generasi Z pada guru SMK Swasta Kab, Jember memiliki komitmen yang tinggi terhadap sekolahnya. 2) sebanyak 140 responden dengan besar persentasenya 57,1% berada pada kategori “Tinggi” tingkat *turnover intention* generasi Z pada guru SMK Swasta. 3) Komitmen organisasi memiliki pengaruh terhadap *turnover intention*, karena memiliki nilai signifikansi sebesar  $0,000 < 0,05$ , yang berarti bahwa  $H_1$  diterima. Pada hasil *R square* sebesar 0,353, sehingga dapat diketahui bahwa sebesar 35,3% komitmen organisasi berpengaruh terhadap *turnover intention*. 4) Arah pengaruh dan hubungan antara komitmen organisasi terhadap *turnover intention* memiliki arah positif, yang artinya jika tingkat komitmen organisasi tinggi, maka *turnover intention* juga akan tinggi tingkatnya.

**Kata Kunci: Komitmen organisasi, generasi Z, guru, *turnover intention***

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**THE EFFECT OF ORGANIZATIONAL COMMITMENT ON GENERATION  
Z TURNOVER INTENTION IN TEACHERS AT PRIVATE VOCATIONAL  
SCHOOLS IN JEMBER REGENCY**

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**ABSTRACT**

*The aim of this research is to determine whether or not organizational commitment has an influence on turnover intention. To achieve this goal, this research uses a quantitative approach with an associative type of research through questionnaires to generation Z research subjects among private vocational school teachers in the District, Jember. The instruments used by researchers are organizational commitment measuring tools and turnover intention measuring tools. The analysis used in this research is simple linear regression.*

*Research results: 1) Generation Z among private vocational school teachers in Jember District, 62.4% of respondents have a level of organizational commitment in the "High" category, proving that generation Z among private vocational school teachers in Jember District has a high commitment to their school. 2) as many as 140 respondents with a percentage of 57,1% were in the "High" category for generation Z turnover intention among private vocational school teachers. 3) Organizational commitment has an influence on turnover intention, because it has a significance value of  $0.000 < 0.05$ , which means that  $H_1$  is accepted. The R square result is 0.353, so it can be seen that 35.3% of organizational commitment has an effect on turnover intention. 4) The direction of influence and relationship between organizational commitment and turnover intention has a positive direction, which means that if the level of organizational commitment is high, then the level of turnover intention will also be high.*

**Keywords: Organizational commitment, generation Z, teachers, turnover intention**

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