

ABSTRACT

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The Role of Organizational Justice and Turnover Intention: Moderated by Psychological Capital in Millennial Generation of PT X; Dr. Rostiana, M. Si., Psi. & Kiky D. H. Saraswati, M. Psi., Psi. Undergraduated program in Faculty of Psychology, Universitas Tarumanagara (i-xv; 86 Halaman, P1-P17, L1-L103).

Turnover intention is an employee behavior which is motivated by the intention to leave the current company. If the company doesn't concern it, than employee will leave permanently and the company financial will be loss. This study aims to understand the factors of turnover intention such as organizational justice and psychological capital. This study used a quantitative method. The respondents for this study is 243 employees of PT X. The questionnaires for this study are 10 items of turnover intention instrument and 12 items of psychological capital questionnaire which is developed by Psychology Faculty of Universitas Tarumanagara, and 18 items from organizational justice scale which is developed by Jonshon. The data of this study is processed using measurement and structural model. The analysis shows that the model role of organizational justice towards turnover intention is fit ($\chi^2 = .00$; $p = 1.00$; RMSEA = .00) so this model corresponds with the field data. The result of this study implies that there is a negative significant role between organizational justice and turnover intention ($t = -7.20$). The effect size of organizational justice towards turnover intention is 17.6% ($R^2 = .176$). The role analysis of organizational justice towards turnover intention moderated by psychological capital shows that the model is fit in the field data ($\chi^2 = 39.57$; $p = .00$; RMSEA = .00). These results indicates that psychological capital is not suitable as a moderating variable organizational justice in millennial generation of PT X.

Keywords: turnover intention, organizational justice, psychological capital, Millennial Generation.