

ABSTRACT

This study aims to analyze the effect of perceived organizational support (X) on turnover intention (Y) that were mediated by job burnout (Z1) and job insecurity (Z2) in the millennial employee's generation.

The population in this study were active employees of PT Untung Bersama Sejahtera with 135 people of millennials generation who worked in this company as research sample. This study took some of the active employees of PT Untung Bersama Sejahtera as samples or research respondents. Data has been obtained from the questionnaire which was processed and analyzed by SmartPLS program.

The results of this study indicate a negative and significant effect of perceived organizational support (POS) on turnover Intention (TI). Furthermore, burnout (BO) and job insecurity (IN) variables has been succeed to become a mediating variable between perceived organizational support (POS) and turnover intention (TI).

Keywords : Perceived Organizational Support, Job Burnout, Job Insecurity, Turnover Intention

