

ABSTRACT

The objective to be achieved in this research is to determine what are the factors possibly influence turnover intention among millennial employees in the construction industry in Semarang City. The construction industry faces great challenges to retain employees, especially millennials, who have many wants and needs at work. The factors tested in this study include organizational commitment, person-job fit, and quality work of life. Research methods with a quantitative approach are used to achieve research objectives. Data collection was done through questionnaires distributed to millennial employees working in the construction industry in Semarang City. The collected data were processed with the help of SEM PLS 3.0 software to identify the influence of each factor on turnover intention. The results show that person Jobs that match individual qualifications and quality work life have an influence on each other. The test shows a positive and significant relationship of both variables to the employee's intention to change jobs. Then, there are also positive and significant relationships on person job fit and quality work of life on affective commitment. Meanwhile, their affective commitment to the organization they work for acts as a partial mediator of both relationships.

Keywords: *Millennial Generation, Construction Industry, Affective Commitment, Person Job Fit, Quality Work of Life, Turnover Intention*

