

## ABSTRACT

*Human resource quality is very important to companies, considering the rapid changes on digital technology development. Generation groups also play huge roles in working field, especially Millennials who are the majority of workers nowadays. In order to achieve their competitive advantages, companies need to retain their employees. Thus, companies need to increase their employees' job satisfaction as it is explained as one of the factors that has the most implication on turnover intention.*

*This study aims to analyse the effect that job satisfaction has on turnover intention. The sample that will be used for this study are 233 healthcare workers in one of private hospitals in East Java, RS Al Huda, and they each will be given a questionnaire measuring their job satisfaction and turnover intention. The questionnaire consists of fifteen items regarding job satisfaction and eight items regarding turnover intention. Simple regression analysis will be used to analyse job satisfaction effect on turnover intention using IBM SPSS 24.0. One hypothesis which will be proven later is whether job satisfaction has significant negative effect on turnover intention of millennial employees in the hospital.*

*The level of job satisfaction of millennial worker of RS Al Huda is considered high with the dimension of co-workers as the main reason of employees' job satisfaction. The turnover intention rate for millennial workers at RS Al Huda is considered low. The result from this study shows that job satisfaction has a significant negative effect on millennial employees' turnover intention at RS Al Huda, which indicate that when job satisfaction increases, employee turnover intention will decrease, and vice versa. In addition, the result shows that as high as 28.1% of turnover intention is explained by job satisfaction.*

*This study is hoped to be able in helping the hospital human resource manager to take further consideration regarding their millennial's employees' job satisfaction and turnover intention as their effort to retain employees. In addition, this study is also hoped to add some perspective on job satisfaction and turnover intention for other researchers. This paper is thoroughly written by author and does not contain plagiarism nor materials from other authors.*

**Keywords:** job satisfaction, turnover intention, millennial generation