

## ABSTRAK

Puty Sherlyta (01804230018)

**PENGARUH DIGITAL TRANSFORMATIONAL LEADERSHIP,  
LEARNING ORGANIZATION, SUPPORTIVE WORK ENVIRONMENT  
DAN ORGANIZATIONAL COMMITMENT TERHADAP TURNOVER  
INTENTION KARYAWAN IT GENERASI Z DI PT. XYZ**

(xv + 174 halaman; 11 gambar; 37 tabel; 5 lampiran)

Penelitian ini bertujuan untuk menganalisis pengaruh Digital Transformational Leadership (DTL), Learning Organization (LO), Supportive Work Environment (SWE), dan Organizational Commitment (OC) terhadap Turnover Intention (TI) di PT XYZ. Responden dalam penelitian ini adalah karyawan yang berasal dari Generasi Z, bekerja di divisi IT, dan memiliki masa kerja minimal satu tahun. Data dikumpulkan melalui kuesioner menggunakan metode judgemental sampling, dengan jumlah sampel sebanyak 172 responden dari perhitungan minimum 142 berdasarkan rumus Krejcie & Morgan. Data yang terkumpul dianalisis menggunakan metode Structural Equation Modeling (SEM) berbasis Partial Least Squares (PLS). Hasil penelitian menunjukkan bahwa Digital Transformational Leadership memiliki pengaruh negatif signifikan terhadap Turnover Intention, serta pengaruh positif signifikan terhadap Learning Organization dan Organizational Commitment. Learning Organization juga berpengaruh negatif signifikan terhadap Turnover Intention dan positif signifikan terhadap Organizational Commitment. Sementara itu, Supportive Work Environment (SWE) berpengaruh negatif signifikan terhadap Turnover Intention dan positif signifikan terhadap Organizational Commitment. Temuan ini menegaskan pentingnya kepemimpinan Transformasional Digital, budaya pembelajaran, dan lingkungan kerja yang suportif dalam meningkatkan komitmen organisasi dan menurunkan keinginan berpindah kerja pada karyawan muda di bidang teknologi.

Referensi : 117 (1999 - 2025)

Kata Kunci : *Digital Transformational Leadership, Learning Organization, Supportive Work Environment, Organizational Commitment, Turnover Intention.*

## **ABSTRACT**

**Puty Sherlyta (01804230018)**

### ***THE INFLUENCE OF DIGITAL TRANSFORMATIONAL LEADERSHIP, LEARNING ORGANIZATION, SUPPORTIVE WORK ENVIRONMENT, AND ORGANIZATIONAL COMMITMENT ON TURNOVER INTENTION OF GENERATION Z IT EMPLOYEES AT PT. XYZ***

( xv + 174 pages; 11 figures; 37 tables; 5 appendices)

*This study aims to analyze the influence of Digital Transformational Leadership (DTL), Learning Organization (LO), Supportive Work Environment (SWE), and Organizational Commitment (OC) on Turnover Intention (TI) at PT XYZ. The respondents in this research were employees from Generation Z who work in the IT division and have a minimum of one year of work experience. Data were collected through a questionnaire using the judgemental sampling method, involving 172 respondents, exceeding the minimum sample size of 142 calculated using Krejcie & Morgan's formula. The collected data were analyzed using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS). The results indicate that Digital Transformational Leadership has a significant negative effect on Turnover Intention and a significant positive effect on both Learning Organization and Organizational Commitment. Learning Organization also has a significant negative effect on Turnover Intention and a significant positive effect on Organizational Commitment. Furthermore, Supportive Work Environment shows a significant negative effect on Turnover Intention and a significant positive effect on Organizational Commitment. These findings underscore the importance of digital transformational leadership, a culture of continuous learning, and a supportive work environment in enhancing organizational commitment and reducing turnover intention among young employees in the technology sector.*

**References** : 117 (1999 - 2025)

**Keywords** : Digital Transformational Leadership, Learning Organization, Supportive Work Environment, Organizational Commitment, Turnover Intention.