

**THE EFFECT OF WORK PASSION, WORK ENGAGEMENT, AND JOB
SATISFACTION ON MILLENIALS EMPLOYEE TURNOVER
INTENTION AT PT. HERBA EMAS WAHIDATAMA PURBALINGGA**

UNDERGRADUATE THESIS



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UNIVERSITAS MUHAMMADIYAH YOGYAKARTA
2021**

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The Requirements of Bachelor's Degree in Faculty of Economics and Business.
International Program of Management and Business Universitas Muhammadiyah
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PAGE STATEMENT

The result of this study,

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The author stated that this thesis with the title: “THE EFFECT OF WORK PASSION, WORK ENGAGEMENT AND JOB SATISFACTION ON MILLENNIALS EMPLOYEE TURNOVER INTENTION AT PT. HERBA EMAS WAHIDATAMA PURBALINGGA” there is no plagiarism from each research for undergraduate study. This study focuses on analysis the effect of work passion, work engagement, and job satisfaction on millennial turnover intention, and the setting is PT. Herba Emas Wahidatama Purbalingga. Whether there is research with the same title, literature review, method, result, and discussion. Moreover, the author will cancel this thesis.

Yogyakarta, March 18, 2021



Lulu Kamalinda

MOTTO AND DEDICATION

فَإِنْ تَوَلَّوْا فَقُلْ حَسْبِيَ اللَّهُ لَا إِلَهَ إِلَّا هُوَ عَلَيْهِ تَوَكَّلْتُ وَهُوَ رَبُّ الْعَرْشِ الْعَظِيمِ

There is no effort and strength except with the help of Allah, the Most Exalted and the Most Glorious.

‘Nothing won’t change if I do nothing, so I need to move’

“Put away your fearful worries, enjoy the pain that you are able to endure”

“You can be bad at things. You can stay weird. That’s you. That’s just the way you are and that’s cool”

“No need to run, just walk and see everything around us”

“Just because you are trash doesn’t mean you can’t do great thing. It’s called garbage can, not garbage cannot”

“Learn from mistakes, but they don’t have to be your mistakes”

“There must be an end for a beginning to come. It seems to me that to start something better with a light heart”

“Now close your eyes and freely breath in my world that will be shown before you. You are enough as you are. You are beautiful”

PREFACE

Alhamdulillah, praise to Allah the Almighty and the Most Merciful that because of His blessings who always given to me on and on, I could finally finish my thesis to attained a bachelor's degree of economics. The author can complete a thesis entitled "The Effect of Work Passion, Work Engagement, and Job Satisfaction on Millennials Employee Turnover intention at PT. Herba Emas Wahidatama Purbalingga". This thesis is structured to fulfil one of the requirements in acquire a Bachelor's degree at the Faculty of Economics and Business, Universitas Muhammadiyah Yogyakarta.

Afterward, this thesis is focused on work passion, work engagement, job satisfaction of millennial employee in PT. Herba Emas Wahidatama Purbalingga, to know what causes the phenomenon of turnover intention and avoided the phenomenon occurs in the company. Moreover, this thesis has chosen millennial employee of PT. Herba Emas Wahidatama Purbalingga as the respondents and also there is requirement who are eligible to answer of each questionnaire for this study. Then, the result is unlike work engagement, the other aspects of this research were significant negative effect and can help the company to avoid the happening of turnover intention among millennial employee.

Furthermore, there are a lot of struggling and obstacles movements to do and finished this thesis, such as spent a lot of times, money, and etcetera. Then, my family often support and praying for me during did this thesis and also my beloved friends. Finally, to complete this thesis, the author got guidance and support both morally and materially from various parties when carry on this research. Therefore, the author said thank you as much as possible to:

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9. Lastly, all the beloved friends who helped the author and cannot be mentioned one by one, thank you for your service and support.

Yogyakarta, March 18th 2021



Lulu Kamalinda

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