

ABSTRACT

Technological developments make companies prepare strategies as a form of anticipation of adaptation. Companies that do not meet the needs of employees make employees feel neglected and want to leave their jobs, which is called turnover intention. The Millennial Generation dominates the high turnover intention. In 2022 there will be a decrease in the proportion of employees in the textile industry due to increased turnover and layoff rates.

The purpose of this study was to determine perceptions of organizational support and work environment in the textile industry in West Java, the turnover intention of millennial textile industry employees in West Java, and the effect of perceived organizational support and work environment on turnover intention of millennial textile industry employees in West Java. This research uses quantitative methods. Data collection was carried out by distributing questionnaires to 120 respondents. Then, the data were analyzed using descriptive analysis techniques and path analysis using IBM SPSS Version 26.

The study results show that perceptions of organizational support and work environment are included in the "good" category, while turnover intention is included in the "High enough" sort. There is a significant and simultaneous influence on the perception of organizational support and the work environment on turnover intention. The total effect of perceived organizational support and work environment on changes in turnover intention is 30% and 31.2%, respectively.

Keywords : *Perceived organizational support, work environment, turnover intention, millennial generation*