

ABSTRACT

In the Era of globalization, companies face significant challenge in retaining high – quality Human Resources (HR). This challenge is highlighted by the emergence of the “The Great Resignation” phenomenon and the desire of millennials for balanced job satisfaction and measurable career development, which motivates this research. Preliminary survey results indicate that 92% of employees are dissatisfied with their current jobs and 86% feel there is a lack of personal development programs.

The objective of this study is to analyze the dynamics of career development, job satisfaction, and turnover intention among millennials working in Jakarta. Additionally, it investigates the impact of career development and job satisfaction on turnover intention.

The research employs a quantitative method with analysis using Structural Equation Modeling – Partial Least Square (SEM-PLS). The study analyze data from 400 respondents out of total population of 2.828.858 millennials working in Jakarta were analyzed using Purposive Sampling and SmartPLS 3.

The findings reveal that career development and job satisfaction are categorized as good and satisfactory, respectively, while turnover intention is categorized high. According to the result of the path coefficient show that career development (-0.296) and job satisfaction (-0.395), with perspective T-Statistic of 4.961 and 7.231 and P-value of 0.000, have a significant negative impact on turnover intention.

Based on this research, it is recommended that companies in Jakarta pay closer attention to career development policies without compromising employee work, and more effectively consider employees for promotions in their role.

Keywords: *Career Development, Job Satisfaction, Turnover Intention, Millennials*