

**ANALYSIS OF THE EFFECT OF RACIAL DISSIMILARITY AND  
GENDER DISSIMILARITY ON TURNOVER INTENTION WITH  
MENTORING QUALITY AS A MEDIATION VARIABLE ON  
GENERATION Y.**

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**ABSTRACT**

*This research was conducted with the aim of knowing the effect of two independent variables on variables turnover intention is mediated by one mediating variable. The independent variable used in this study is racial dissimilarity and gender dissimilarity, then the mediating variable used is mentoring quality. The method in this study uses primary data by manually distributing questionnaires that are distributed to generation Y students and students at the University that is included in the subdistrict coverage of Batam City.*

*150 data sets of this study were processed using Smart Pls 3.0 and SPSS. The results show that there is a significant influence between racial dissimilarity on turnover intention which is mediated by mentoring quality.*

*Keywords : gender dissimilarity, racial dissimilarity, mentoring quality, turnover intention.*