

Pengaruh perceived organizational support dan job satisfaction terhadap job hopping behaviour dengan organizational commitment sebagai variabel mediasi: Studi pada karyawan generasi Z Daerah Khusus Jakarta = The influence of perceived organizational support and job satisfaction on job hopping behavior with organizational commitment as a mediating variable: Study on generation Z employees in Jakarta

Cony Brilliantia Hutami, author

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Abstrak

Fenomena job hopping semakin marak terjadi di kalangan karyawan generasi Z, terutama di wilayah kawasan bisnis seperti Daerah Khusus Jakarta. Penelitian ini bertujuan untuk menganalisis pengaruh Perceived Organizational Support (POS) dan Job Satisfaction terhadap Job Hopping Behaviour dengan Organizational Commitment sebagai variabel mediasi. Penelitian ini menggunakan pendekatan kuantitatif melalui survei kuesioner yang didistribusikan kepada 208 responden, yang merupakan karyawan generasi Z di Daerah Khusus Jakarta dengan pengalaman berpindah kerja minimal satu kali dalam jangka waktu 1-2 tahun. Data dianalisis menggunakan metode Structural Equation Modeling-Partial Least Square (SEM-PLS) dengan bantuan perangkat lunak SmartPLS 4. Hasil penelitian menunjukkan bahwa POS dan Job Satisfaction memiliki pengaruh negatif yang signifikan terhadap Job Hopping Behaviour. Selain itu, kedua variabel independen ini juga berpengaruh positif signifikan terhadap Organizational Commitment. Sebagai variabel mediasi, Organizational Commitment berpengaruh secara signifikan pada POS dan Job Satisfaction terhadap kecenderungan karyawan untuk berpindah kerja. Temuan ini memberikan implikasi praktis bahwa perusahaan perlu memperkuat dukungan organisasi serta meningkatkan kepuasan kerja karyawan untuk mendorong komitmen yang lebih tinggi, sehingga dapat mengurangi risiko job hopping.

.....The phenomenon of job hopping is increasingly prevalent among Generation Z employees, particularly in business areas such as Jakarta. This study aims to analyze the influence of Perceived Organizational Support (POS) and Job Satisfaction on Job Hopping Behavior with Organizational Commitment as a mediating variable. The research adopts a quantitative approach through a survey questionnaire distributed to 208 respondents, who are Generation Z employees in Jakarta with at least one job-switching experience within a period of 1-2 years. The data were analyzed using the Structural Equation Modeling-Partial Least Square (SEM-PLS) method with the assistance of SmartPLS 4 software. The results indicate that POS and Job Satisfaction have a significant negative influence on Job Hopping Behavior. Furthermore, these two independent variables also have a significant positive influence on Organizational Commitment. As a mediating variable, Organizational Commitment significantly affects the relationship between POS and Job Satisfaction on employees' propensity to switch jobs. These findings have practical implications, suggesting that companies need to strengthen organizational support and enhance employee job satisfaction to foster higher commitment, thereby reducing the risk of job hopping.