

**PENGARUH *JOB AUTONOMY* DAN *CAREER GROWTH* TERHADAP  
INTENSI *JOB HOPPING* KARYAWAN GENERASI Z DI JABODETABEK**

**SKRIPSI**

Diajukan untuk Memenuhi Salah Satu Syarat dalam Memperoleh Gelar Sarjana  
Psikologi



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INTENSI *JOB HOPPING* KARYAWAN GENERASI Z DI JABODETABEK**

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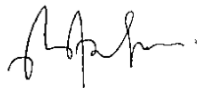
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### PENGARUH *JOB AUTONOMY* DAN *CAREER GROWTH* TERHADAP INTENSI *JOB HOPPING* KARYAWAN GENERASI Z DI JABODETABEK

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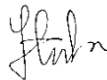
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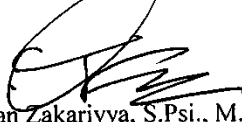
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## ABSTRAK

**Fadya Elfarani Putri (2003943).** Pengaruh *Job Autonomy* dan *Career Growth* terhadap Intensi *Job Hopping* Karyawan Generasi Z di Jabodetabek. Skripsi Program Studi Psikologi, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia. Bandung (2024).

Tujuan penelitian ini adalah untuk mengidentifikasi pengaruh *job autonomy* dan *career growth* terhadap intensi *job hopping* pada karyawan generasi Z di Jabodetabek. Penelitian ini menggunakan pendekatan kuantitatif dengan desain korelasional. Sampel penelitian ini terdiri atas 438 responden dengan karakteristik karyawan generasi Z berusia 18-29 tahun di Jabodetabek yang bekerja kurang dari 2 tahun. Teknik *sampling* menggunakan *nonprobability sampling*, yaitu *accidental sampling*. Pengambilan data menggunakan instrumen *Job Hopping Intention Scale (JHI)* oleh Yuen (2016) yang diadaptasi Suryaratri dan Abadi (2018) dengan nilai reliabilitas 0.829, *Work Autonomy Scale* oleh Breugh (1989) yang diadaptasi Fauzyah (2019) dengan nilai reliabilitas 0.894, dan *Career Growth Scale* oleh Weng (2018) yang diadaptasi Komala (2023). dengan nilai reliabilitas 0.927. Analisis data yang digunakan adalah analisis regresi linear sederhana dan berganda dengan nilai signifikansi 0.000 ( $p < 0.05$ ). Berdasarkan hasil analisis data, dapat disimpulkan bahwa *job autonomy* dan *career growth* berpengaruh negatif terhadap *job hoppingintention* dengan nilai kontribusi sebesar 23.5% .

**Kata kunci:** *job hopping intention, job autonomy, career growth, karyawan generasi Z.*

## ABSTRACT

**Fadya Elfarani Putri (2003943).** *The Influence of Job Autonomy and Career Growth on Job Hopping Intention of Generation Z Employees in Jabodetabek. Thesis. Psychology Study Program, Faculty of Education, Universitas Pendidikan Indonesia. Bandung (2024).*

*The purpose of this study is to identify the influence of job autonomy and career growth on job hopping intention among Generation Z employees in Jabodetabek. This study uses a quantitative approach with a correlational design. The sample of this study consists of 438 respondents with characteristics of Generation Z employees aged 18-29 years in Jabodetabek who have been working for less than 2 years. The sampling technique used is nonprobability sampling, specifically accidental sampling. Data collection using the Job Hopping Intention Scale (JHI) instrument by Yuen (2016) adapted by Suryaratri and Abadi (2018) with a reliability value of 0.829, Work Autonomy Scale by Breugh (1989) adapted by Fauzyah (2019) with a reliability value of 0.894, and Career Growth Scale by Weng (2018) adapted by Komala (2023) with a reliability value of 0.927. Data analysis used is simple and multiple linear regression analysis with a significance value of 0.000 ( $p < 0.05$ ). Based on the results of data analysis, it can be concluded that job autonomy and career growth have a negative effect on job hopping intention with a contribution value of 23.5%.*

**Keywords:** *job hopping intention, job autonomy, career growth, Generation Z employees*

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