

**ABSTRAK**

**Audrey Wanda Callista, 111711133100, Pengaruh *Psychological Capital* dan *Perceived Organizational Support* terhadap Intensi *Job Hopping* Pada Pekerja Generasi Milenial, Skripsi, Fakultas Psikologi Universitas Airlangga, 2020. xvi + 74 halaman + 7 lampiran.**

*Belakangan ini, pekerja milenial seringkali melakukan job hopping dan banyak perusahaan yang terdampak. Penelitian ini bertujuan untuk pengaruh faktor yang diprediksi dapat mempengaruhi intensi job hopping, yaitu psychological capital dan perceived organizational support. Hipotesis dalam penelitian ini adalah (1) psychological capital mempengaruhi intensi job hopping; (2) perceived organizational support mempengaruhi intensi job hopping; dan (3) psychological capital dan perceived organizational support secara bersamaan mempengaruhi intensi job hopping.*

*Penelitian ini menggunakan subjek penelitian sejumlah 81 orang yang bekerja di sektor publik dan swasta di Indonesia, dengan rentang usia 20 hingga 35 tahun. Pengumpulan data dalam penelitian ini menggunakan survei online yang mencakup skala Psychological Capital Questionnaire-Short Version (PCQ-12), skala Survey of Perceived Organizational Support (SPOS-8), dan skala Job Hopping Intention (JHI). Hasil data kemudian dianalisis dengan menggunakan teknik uji regresi linear sederhana dan regresi berganda, dengan menggunakan bantuan program statistik IBM SPSS 25 dan Jamovi 1.1.7.0.*

*Hasil penelitian ini menunjukkan bahwa psychological capital tidak memiliki pengaruh yang signifikan terhadap intensi job hopping, dan tidak bisa digunakan memprediksi intensi job hopping ( $R^2 = 0.001$ ;  $sig > 0,05$ ). Namun, perceived organizational support memiliki pengaruh negatif dan signifikan terhadap intensi job hopping ( $sig < 0,05$ ) dan dapat digunakan untuk memprediksi intensi job hopping sebesar 19,7 ( $R^2 = 0.197$ ). Bila dianalisis secara simultan, psychological capital dan perceived organizational support mampu memprediksi intensi job hopping sebesar 21,3% serta terbukti signifikan secara statistik. Tetapi, pengaruh terbesar tetap berasal dari perceived organizational support dengan nilai koefisien -0,248 dan  $sig < 0,05$ .*

**Kata Kunci:** Intensi Job Hopping, *Psychological Capital*, *Perceived Organizational Support*, Generasi Milenial  
Daftar Pustaka, 62 (1974 – 2019)

**ABSTRACT**

**Audrey Wanda Callista, 111711133100, The Influence of Psychological Capital and Perceived Organizational Support on Job Hopping Intention among Millennial Workers, Undergraduate Thesis, Faculty of Psychology Universitas Airlangga, 2020.**

**xvi + 74 pages + 7 appendixes.**

*Lately, millennial workers often do the job hopping and many companies are affected. This study aims to influence the factors that are predicted to influence job hopping intentions, such as psychological capital and perceived organizational support. The hypotheses in this study are (1) psychological capital influences job hopping intentions; (2) perceived organizational support influences job hopping intentions; and (3) psychological capital and organizational support simultaneously influence job hopping intentions.*

*The study used 81 research subjects who work in the public and private sectors in Indonesia, from 20 to 35 years old. Data were collected with online survey which included the Psychological Capital Questionnaire-Short Version scale (PCQ-12), the Survey of Perceived Organizational Support (SPOS-8) scale, and the Job Hopping Intention (JHI) scale. The results of the data were analyzed using simple linear regression and multiple regression, using the statistical program IBM SPSS 25 and Jamovi 1.1.7.0.*

*The results of this study indicate that psychological capital has no significant effect on job hopping intentions, and cannot be used to predict job hopping intentions ( $R^2 = 0.001$ ;  $\text{sig} > 0.05$ ). However, perceived organizational support has a negative and significant effect on job hopping intentions ( $\text{sig} < 0.05$ ) and can be used to predict job hopping intentions of 19.7 ( $R^2 = 0.197$ ). When analyzed simultaneously, the perceived psychological capital and organizational support were able to predict the job hopping intensity of 21.3% and proved to be statistically significant. However, the greatest influence still comes from perceived organizational support with a coefficient of -0.248 and  $\text{sig} < 0.05$ .*

**Keywords:** *Job Hopping Intention, Psychological Capital, Perceived Organizational Support, Millennial Generation*  
References, 62 (1974 – 2019)