

## ABSTRAK

**Awwalu Nur Rizqi, 111511133101, Pengaruh Psychological Capital dan Job Enjoyment terhadap Intensi Job Hopping pada Karyawan Generasi Y, Skripsi, Fakultas Psikologi Universitas Airlangga Surabaya, 2019. xix + 105 halaman, 12 lampiran.**

*Penelitian ini dilakukan untuk menguji secara empiris bagaimana peranan psychological capital dan job enjoyment dalam menjelaskan intensi job hopping pada karyawan generasi Y di Indonesia. Intensi job hopping pada penelitian ini mengacu pada kecenderungan seorang karyawan untuk berganti pekerjaan atau berpindah organisasi secara sukarela, meskipun baru bekerja dalam waktu yang singkat, yaitu kurang dari dua tahun (Yuen, 2016).*

*Dari data yang dikumpulkan sebanyak 165 subjek karyawan generasi Y berpartisipasi dalam pengisian kuesioner yang disebar secara online. Karyawan yang dimaksud adalah yang bekerja full time dan baru bekerja kurang dari dua tahun di suatu perusahaan. Metode survei dalam penelitian ini menggunakan alat ukur Psychological Capital Questionnaire (PCQ) dari Luthans, Youssef, dan Avolio (2007) yang disusun berdasarkan 4 dimensi. Sedangkan job enjoyment diukur menggunakan The ENJOY Scale dari Davidson (2018) yang disusun dari 5 dimensi. Selain itu penelitian ini juga menggunakan skala Job Hopping Intention (JHI) yang dikembangkan oleh Yuen (2016). Untuk mengetahui pengaruh signifikan kedua variabel independen, maka dilakukan serangkaian analisis dengan teknik regresi sederhana dan berganda menggunakan aplikasi IBM SPSS Statistics 22.0 for Windows.*

*Hasil penelitian ini menunjukkan adanya pengaruh negatif psychological capital ( $R^2=0,085$ ) dan job enjoyment ( $R^2=0,052$ ) terhadap intensi job hopping ketika dua variabel independen dianalisis secara terpisah. Ketika diteliti secara simultan, kedua variabel independen memiliki pengaruh terhadap intensi job hopping ( $R^2=0,086$ ), namun pengaruh variabel job enjoyment secara parsial tidak signifikan ( $\Delta R^2=0,001$ ). Pada penelitian ini juga dilakukan analisis regresi sederhana per dimensi dari variabel psychological capital dan job enjoyment. Tiga dari empat dimensi psychological capital (optimism, hope, dan resilience) memiliki pengaruh terhadap intensi job hopping, sedangkan dimensi self-efficacy tidak berpengaruh. Kemudian empat dari lima dimensi job enjoyment (pleasure, relatedness, competence, dan challenge/improvement) juga memiliki pengaruh terhadap intensi job hopping, sedangkan dimensi engagement tidak berpengaruh.*

**Kata Kunci:** *Psychological Capital, Job Enjoyment, Intensi Job Hopping, Generasi Y*

Daftar Pustaka, 81 (1977 – 2018)

**ABSTRACT**

**Awwalu Nur Rizqi, 111511133101, The Effect of Psychological Capital and Job Enjoyment on Job Hopping Intention of Generation Y Employees, Undergraduate Thesis, Faculty of Psychology Universitas Airlangga Surabaya, 2019.**

**xix + 105 pages, 12 appendixes.**

*This study aims to empirically examine the effect of psychological capital and job enjoyment on job hopping intention of generation Y employees in Indonesia. Job hopping intention in this study refers to the tendency of an employee to change jobs or move organization voluntarily, even though they have only worked for a short time – less than two years (Yuen, 2016).*

*A sample of 165 generation Y employees were taken through online survey. The employees are they who works full-time and has only worked less than two years in a company. The survey method in this study used a Psychological Capital Questionnaire (PCQ) from Luthans, Youssef, and Avolio (2007) which was arranged based on 4 dimensions. While job enjoyment is measured using The ENJOY Scale from Davidson (2018) which is composed of 5 dimensions. The job hopping intention data were obtained by using scale of Job Hopping Intention (JHI) developed by Yuen (2016). To find out significant effect of the two independent variables, a series of analyzes were carried out with simple and multiple regression statistical technique using IBM SPSS Statistics 22.0 for Windows.*

*The results showed that when the two independent variables analyzed separately, psychological capital ( $R^2=0,085$ ) and job enjoyment ( $R^2=0,052$ ) have negative effect on job hopping intention. When examined simultaneously, the two independent variables have an effect on job hopping intention ( $R^2=0,086$ ), but the effect of the job enjoyment variable is partially insignificant ( $\Delta R^2=0,001$ ). The author also uses a simple linear regression on each psychological capital and job enjoyment's dimension. Three out of four dimensions from psychological capital (optimism, hope, and resilience) have an effect on job hopping intention, while self-efficacy has no effect. Also four out of five dimensions from job enjoyment (pleasure, relatedness, competence, and challenge/ improvement) have an effect on job hopping intention, while engagement has no effect.*

**Keywords:** *Psychological Capital, Job Enjoyment, Job Hopping Intention, Y Generation*

References, 81 (1977 – 2018)