

ABSTRAK

Bella Eka Purwanti, 111611133105, Pengaruh *Perceived Organizational Support* dan *Job Enjoyment* terhadap *Job Hopping* pada Karyawan Generasi Milenial, Skripsi, Fakultas Psikologi Universitas Airlangga, 2020.

xxi + 101 halaman, 48 lampiran

*Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh *perceived organizational support* dan *job enjoyment* terhadap intensi *job hopping* pada karyawan generasi milenial. Intensi *Job hopping* memiliki definisi sebagai keinginan karyawan untuk berganti atau berpindah-pindah pekerjaan dalam waktu yang relatif singkat, yakni dalam kurun waktu satu sampai dua tahun (Yuen, 2016).*

*Metode penelitian ini menggunakan metode penelitian kuantitatif. Subjek penelitian ini adalah 120 karyawan generasi milenial yang bekerja full time dan bekerja kurang dari dua tahun di suatu perusahaan. Alat ukur yang digunakan adalah *Survey Of Perceived Organization Support* yang dikembangkan oleh Eisenberger (1986), *The ENJOY Scale* yang dikembangkan oleh Davidson (2018), dan *Job Hoping Intention Scale* yang disusun oleh Yuen (2016). Analisis data dilakukan dengan analisis regresi linier berganda dengan bantuan program statistik IBM SPSS Statistic 24 for Windows.*

*Hasil penelitian menunjukkan nilai signifikansi antara *perceived organizational support* dan *job enjoyment* terhadap intensi *job hopping* sebesar 0,000, nilai signifikansi *perceived organizational support* terhadap intensi *job hopping* sebesar 0,000, dan nilai signifikansi *job enjoyment* terhadap intensi *job hopping* sebesar 0,000. Nilai-nilai signifikansi tersebut menunjukkan bahwa terdapat pengaruh yang simultan antara *perceived organizational support* dan *job enjoyment* terhadap intensi *job hopping*. Serta menunjukkan bahwa *perceived organizational support* dan *job enjoyment* memiliki pengaruh secara parsial terhadap intensi *job hopping*.*

Kata kunci: *perceived organizational support, job enjoyment, intensi job hopping, karyawan milenial*

Daftar pustaka, 64 (1974-2019)

ABSTRACT

Bella Eka Purwanti, 111611133105, The Effect of Perceived Organizational Support and Job Enjoyment on Job Hopping Intention of Millennials Employees, Undergraduate Thesis, Faculty of Psychology Univeritas Airlangga, 2020.

xxi + 101 pages, 48 appendixes

The aimed of this study is to determine the effect of perceived organizational support and job enjoyment on job hopping intention of millennials employees. Job hopping intention is the desire of employees to change or move jobs in a relatively short period of time, within one to two years (Yuen, 2016).

This study was using a quantitative method. This study was conducted on 120 millennial employees who work full time and work less than two years in a company. The inventory that was used to gather data in this study are Survey of Perceived Organization Support developed by Eisenberger (1986), The ENJOY Scale developed by Davidson (2018), and Job Hoping Intention Scale developed by Yuen (2016). Data analysis that was used in this study is multiple regression through statistic program IBM SPSS Statistics 24 for Windows statistical program.

The results showed the significance score between perceived organizational support and job enjoyment on job hopping intentions is 0,000, the significance scoree of perceived organizational support on job hopping intentions is 0,000, and the significance score of job enjoyment on job hopping intentions is 0,000. Those significance score showed that there is a simultant effect of perceived organizational support and job enjoyment on the intention of job hopping. And shows that the perceived organizational support and job enjoyment have a partial effect on the job hopping intention.

Keywords: *perceived organizational support, job enjoyment, intensi job hopping, millennial employees*

References, 64 (1974-2019)