

ABSTRAK

Indriyani Latri Ningrum, 111611133071, Pengaruh *Career Growth* dan *Work Life Balance* terhadap Intensi *Job Hopping* pada Karyawan Generasi Y, *Skripsi*, Fakultas Psikologi Universitas Airlangga, 2020.
xvii + 90 halaman, 43 lampiran

Penelitian ini bertujuan untuk menguji bagaimana pengaruh antara career growth dan work life balance terhadap intensi job hopping karyawan generasi Y. Definisi career growth berdasarkan pada Weng dan McElroy (2012) yakni persepsi karyawan terhadap peluang peningkatan karir dalam suatu perusahaan. Work life balance mengacu pada teori Fisher, dkk. (2009) yang merupakan kepuasan terhadap keseimbangan untuk bisa mencapai apa yang diinginkannya dalam kehidupan pribadi dan ditempat kerja. Intensi job hopping mengacu pada teori Yuen (2016) mengenai kecenderungan seorang karyawan untuk berganti atau berpindah organisasi secara sukarela, meskipun baru bekerja dalam waktu yang singkat (kurang dari dua tahun).

Alat ukur yang digunakan dalam penelitian ini merupakan Career Growth Scale yang dikembangkan oleh Weng (2010), Work Life Balance Scale yang dikembangkan oleh Fisher (2009), serta Job Hopping Intention Scale yang dikembangkan oleh Yuen (2016). Subjek yang terkumpul dalam penelitian ini sebanyak 184 karyawan generasi Y dengan metode survey. Teknis analisis dilakukan dengan menggunakan uji regresi berganda dengan bantuan program IBM SPSS Statistik 22 for Windows.

Hasil penelitian ini menunjukkan bahwa terdapat pengaruh yang signifikan ($p = 0,000$, $p < 0,05$, $R^2 = 0,332$) antara career growth dan work life balance terhadap intensi job hopping. Dari persamaan hasil regresi didapatkan bahwa career growth dan work life balance memiliki pengaruh negatif terhadap intensi job hopping. Dapat ditarik kesimpulan bahwa semakin tinggi nilai career growth dan work life balance karyawan generasi Y maka akan menurunkan intensitas job hopping.

Kata Kunci: *Career Growth, Work Life Balance, Intensi Job Hopping, Karyawan Generasi Y.*

Daftar Pustaka, 88 (1989-2020)

ABSTRACT

*Indriyani Latri Ningrum, 111611133071, The Effect of Career Growth and Work Life Balance on Job Hopping Intention of Generation Y Employees, Undergraduate Thesis, Faculty of Psychology Universitas Airlangga, 2020.
xvii + 90 pages, 43 appendixes.*

This study aims to examine how the influence between career growth and work life balance on job hopping intention of Y generation employees. The definition of career growth based on Weng and McElroy (2012) refers to employee perceptions of career advancement opportunities in a company. Work life balance based on Fisher, et al. (2009) theory which is satisfaction with the balance to be able to achieve what he wants in his personal life and at work. Job hopping intention refers to Yuen's (2016) theory regarding an employee's tendency to voluntarily change or switch organizations, even though he has only worked for a short time (less than two years).

Measuring instruments used in this research are Career Growth Scale developed by Weng (2010), Work Life Balance Scale developed by Fisher (2009), and Job Hopping Intention Scale developed by Yuen (2016). Subjects collected in this research were 184 Y generation employees using survey methods. Technical analysis was performed using multiple regression tests with the help of the IBM SPSS Statistics 22 for Windows program.

The results showed that indicate that there were significant effect ($p = 0,000$, $p < 0.05$, $R^2 = 0.332$) between career growth and work life balance on the intention of job hopping. From the regression equation it is found that career growth and work life balance have a negative influence on the intention of job hopping. It can be concluded that the higher the value of career growth and work life balance of Y generation employees will reduce the intensity of job hopping.

Keywords: *Career Growth, Work Life Balance, Job Hopping Intention, Y Generation Employees.*

References, 88 (1989-2020)