

ABSTRAK
PENGARUH *EMPLOYEE ENGAGEMENT*, *CAREER ADAPTABILITY*, DAN *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *JOB HOPPING*

(Suatu Penelitian pada Pekerja Generasi Z di Provinsi Jawa Barat)

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Penelitian ini bertujuan untuk menganalisis pengaruh *employee engagement*, *career adaptability*, dan *perceived organizational support* terhadap *job hopping* pada pekerja Generasi Z di Provinsi Jawa Barat. Penelitian ini menggunakan metode survei dengan pendekatan kuantitatif serta data yang digunakan adalah data primer. Sampel penelitian berjumlah 190 responden yang diambil menggunakan teknik *purposive sampling*, dengan teknik pengumpulan data digunakan adalah kuesioner. Alat analisis yang digunakan dalam penelitian ini adalah PLS-SEM dengan aplikasi SmartPLS. Hasil penelitian menunjukkan bahwa *employee engagement*, *career adaptability*, dan *perceived organizational support* memiliki pengaruh negatif dan signifikan terhadap *job hopping* pada Pekerja Generasi Z di Provinsi Jawa Barat.

Kata Kunci: *Keterikatan Karyawan, Adaptabilitas Karir, Persepsi Dukungan Organisasi, Perpindahan Kerja*

ABSTRACT
**THE EFFECT EMPLOYEE ENGAGEMENT, CAREER
ADAPTABILITY, AND PERCEIVED ORGANIZATIONAL
SUPPORT ON JOB HOPPING**

(A Study on Generation Z Workers in West Java Province)

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This study aims to analyze the influence of employee engagement, career adaptability, and perceived organizational support on job hopping in Generation Z workers in West Java Province. This study uses a survey method with a quantitative approach and the data used is primary data. The research sample amounted to 190 respondents who were taken using purposive sampling techniques, with the data collection technique used as a questionnaire. The analysis tool used in this study is PLS-SEM with the SmartPLS application. The results of the study show that employee engagement, career adaptability, and perceived organizational support have a negative and significant influence on job hopping in Generation Z workers in West Java Province.

Keywords: *Employee Engagement, Career Adaptability, Perceived Organizational Support, Job Hopping*