

ABSTRAK

Studi ini bertujuan guna mengetahui korelasi antara *job demand* dengan intensi *job hopping* di karyawan milenial. Hipotesis yang diajukan di studi ini ialah, “terdapat korelasi positif antara *job demand* dengan intensi *job hopping* pada karyawan generasi milenial”. Subjek di studi ini ada 66 orang. Pengambilan data di studi ini memakai skala *job demand* serta skala intensi *job hopping*. Teknik analisis data di studi ini ialah korelasi non parametrik (Spearman’s Rho). Sesuai hasil analisis data didapat koefisien korelasi (R) yakni 0.390 yang mana $p = 0,001$ ($p < 0,05$). Hasil itu memperlihatkan adanya korelasi positif antara *job demands* dan intensi *job hopping* yaitu semakin tinggi job demand maka semakin tinggi intensi job hopping yang dilakukan oleh karyawan begitu pula sebaliknya, semakin rendah job demand maka semakin rendah intensi job hopping yang dilakukan oleh karyawan. Diterimanya hipotesis di studi ini memperlihatkan koefisien determinasi (R^2) yakni 0,325 variabel *job demands* memberikan kontribusi sebesar 32,5% pada intensi *job hopping* dan sisanya 67,5% dipengaruhi oleh faktor lainnya.

Kata kunci : intensi *job hopping*, *job demand*, generasi millenial.

ABSTRACT

This study aims to determine the correlation between job demand and intention job hopping on millennial employees. The proposed hypothesis, “has a positive relationship between job demand and intention job hopping on millennial employees”. The hypothesis proposed is that there is a positive relationship between job demands and intention of job hopping on millennial generation employee. The subjects in this study were 66 peoples. Retrieval of this research data using job demand scale and intention of job hopping scale. The data analysis technique used is non parametric (Spearman’s Rho). Based on the result of data analysis, the correlation coefficient (R) was 0,390 with $p = 0,001$ ($p < 0,050$). These results indicate that there is a significant positive relationship between job demands and intention of job hopping. The result show that there is a positive correlation between job demands and job hopping intentions, namely higher the job demand, the higher job hopping intentions carried out by employees, and the lower job demands, the lower the job hopping intentions carried out by the employees. Acceptance of the hypothesis in this research shows the coefficient of determination (R^2) of 0,325 job demands variable show give a contribution of 32,5% to intention of job hopping and the remaining 67,5% was influenced by other factors that is job satisfaction, conflict roles, and employee welfare.

Keywords : job hopping intention, job demands, millennial generation.