ABSTRAK

Generasi Z mendominasi angkatan kerja saat ini dan memiliki ekspektasi yang tinggi terhadap pekerjaan. Ketika ekspektasi tersebut tidak terpenuhi, Generasi Z cenderung memiliki niat untuk *job hopping*. Penelitian ini bertujuan untuk mengetahui hubungan antara *Psychological capital* dengan niat *job hopping* pada karyawan Generasi Z di perusahaan konvensional. Hipotesis penelitian menyatakan terdapat hubungan negatif antara *Psychological capital* dengan niat *job hopping*. Partisipan penelitian berjumlah 239 karyawan Generasi Z yang bekerja di perusahaan konvensional dengan masa kerja 3 bulan hingga 2 tahun. Pengumpulan data menggunakan *Psychological capital Questionnaire-Short Version* dan *Job hopping Motive Scale*, data dianalisis menggunakan korelasi Product Moment Pearson. Hasil analisis menunjukkan adanya hubungan negatif yang signifikan antara *Psychological capital* dengan niat *job hopping* ($r = -0{,}306$; $p < 0{,}001$). Semakin tinggi *Psychological capital* yang dimiliki karyawan, semakin rendah niat *job hopping*.

Kata Kunci: Generasi Z, *job hopping*, perusahaan konvensional, *Psychological capital*

ABASTRAC

Generation Z currently constitutes the largest proportion of the workforce and has high expectations regarding their careers. When these expectations are not met, Generation Z employees tend to develop intentions to engage in job hopping. This study aims to examine the relationship between psychological capital and job-hopping intention among Generation Z employees working in conventional companies. The research hypothesis proposed a negative relationship between psychological capital and job-hopping intention. The participants consisted of 239 Generation Z employees who had been working in conventional companies for 3 months to 2 years. Data were collected using the Psychological Capital Questionnaire–Short Version (PCQ-SV) and the Job Hopping Motive Scale. The data were analyzed using Pearson's Product-Moment Correlation. The results indicated a significant negative relationship between psychological capital and job-hopping intention ($r = -0.306$, $p < .001$). The higher the employees' psychological capital, the lower their intention to engage in job hopping.

Keywords: *Conventional companies, Generation Z, job hopping, Psychological capital*