

DAFTAR PUSTAKA

- Anggraeni, D. S. (2024). *Workplace well-being and employees ' job -hopping intention in indonesia*. <https://doi.org/10.4108/eai.2-11-2024.2354605>
- Arlita, E., Sari, P. O., Ekonomi, f., bisnis, d., slamet, u., & surakarta, r. (2026). *intensi job hopping pada generasi X , Y dan Z di kota surakarta*. 3(1), 966–976.
- Barhate, B., & Dirani, K. M. (2021). *Career aspirations of generation Z : a systematic literature review*. <https://doi.org/10.1108/EJTD-07-2020-0124>
- Bhakti, D. K., & Saptiani, F. (2022). *Intensi job hopping karyawan milenial : pengaruh*. 5, 63–72.
- Damayanti, N. E., Raya, U. P., & Jurnal, R. (2025). *Perspektif hukum terhadap tren resign cepat (job-hopping) generasi Z*. 08(01), 431–445.
- Deloitte. (2025). *2025 Gen Z and millennial survey*. Deloitte.
- Fachrian, A. (2020). *Gambaran psychological capital dan work engagement description of psychological capital and work engagement*. 1(1), 8–14.
- Fawzyah, N. A., & Adiati, R. P. (n.d.). *Artikel penelitian pengaruh career development dan employee engagement terhadap intensi job hopping pada karyawan generasi Z DI*. 2022.
- Findings, K. (2024). *The state of global workplace culture in 2024*.
- Gajda, J. (2024). *The phenomenon of job hopping among generation z employees in the silesian voivodeship*. 205.
- Gosselin, R. (2024). *Testing for normality : a user ' s (cautionary) guide*. <https://doi.org/10.1177/00236772241276808>
- Hanifah, N. N., & Yudanegara, A. (2025). *Pengaruh employee engagement dan work value terhadap job hopping pada karyawan generasi Z di kota bandung*. 6(3), 1230–1242.
- Humaira, S., & Aprilia, E. D. (2024). *intensi job hopping pada generasi y dan z (job hopping intentions in generations Y and Z)*. 2(1), 1–10.
- Icqme, I. C., & The, I. (2012). *Characteristics of traditional and contemporary*. 333–339.
- Ilela, J. E., Ibrahim, M. M., & Teng, F. P. (2025). *Analisis psychological capital , mindfulness dan emotional intelligence terhadap kinerja*. 14, 828–836. <https://doi.org/10.34127/jrlab.v14i1.1415>
- Kustini, K. (2024). *The influence of psychological capital and perceived organizational support on job hopping intention of generation Z employees at*

- conventional company in surabaya city*. 12(2), 609–618.
- Lake, C. J., Highhouse, S., & Shrift, A. G. (2017). *Validation of the job-hopping motives scale*. 1–18. <https://doi.org/10.1177/1069072717722765>
- Larasati, A. (2020). *Job-hopping and the determinant factors*. 395(Acpch 2019), 54–56.
- Luthans, F., Avey, J., Luthans, F., & Avey, J. (n.d.). *Modal psikologis : sumber daya positif untuk memerangi stres dan pergantian karyawan modal psikologis : sumber daya positif untuk memerangi stres dan pergantian karyawan*.
- Luthans, F., Avolio, B. J., Avey, J. B., Norman (2007). *DigitalCommons @ University of Nebraska - Lincoln Positive Psychological capital : measurement and relationship with performance and satisfaction positive psychological capital : measurement and relationship with performance and satisfaction*.
- Mahardika, C. P., & Adiati, R. P. (2025). *Karyawan generasi z dengan kinerja karyawan sebagai variabel mediator*. 2023.
- Nabila, T. (2025). *The influence of psychological capital, job enjoyment, and perceived organizational support on job hopping intention*. september.
- Naresh, B. (2015). *Job hopping in software industry with reference to select software companies : A Study*. 2(1), 38–45.
- Natalia, D. (n.d.). *Pengaruh modal psikologis, dukungan organisasi, dan kelelahan emosional terhadap niat job hopping dalam perspektif manajemen sumber daya insani*. 5(September 2025).
- Pranaya, D. (2014). *Job-hopping – an analytical review*. 2(4), 67–72.
- Putra Yoga, R. D. (2025). *Pengaruh modal psikologis terhadap job hopping pada generasi z kota balikpapan*. 5(2), 684–695. <https://jurnalp4i.com/index.php/paedagogy%0APENGARUH>
- Putri, V. T., Yuniasanti, R., & Fitriana, N. (2022). *Psychological capital dan job hopping pada pekerja generasi millennial PT. X. Fakultas Psikologi Universitas Mercu Buana Yogyakarta*. *Psikosains*, 17 (1), 13–26.
- Randstad. (2025). *New research finds Gen Z 's average job stint is 1 . 1 years - but it ' s not job-hopping , it ' s growth-hunting . September*.
- Rulevy, D. F., Parahyanti, E., & Kunci, K. (2016). *Hubungan psychological capital dan perilaku kerja inovatif di industri kreatif: studi pada karyawan perusahaan xyz the relationship between psychological capital and innovative work behavior in creative industry : A Study among Employees of XYZ Company*. 4(1), 99–113.
- Sabila, G. S. (2024). *Fenomena job hopping pada gen z dalam bidang komunikasi*.

2(2).

- Saputri, A., Psikologi, P. S., & Mulawarman, U. (2021). *Pengaruh persepsi dukungan organisasi dan modal psikologi terhadap keterikatan kerja di PT. X*. 9(2), 345–356. <https://doi.org/10.30872/psikoborneo>
- Shakya, A. (n.d.). *Unlocking Stability : Mitigating job-hopping among millennials in the information technology sector*. 8, 29–62.
- Shofa, M. (n.d.). *Factors influencing turnover intention among generation z employees in financial companies*. 04(01).
- SHRM. (2024). *The state of global workplace culture in 2024*.
- Steven Heisel & Suhari Lieli. (2024). *Pengaruh modal psikologis, kepuasan kerja dan employee engagement terhadap intensi job hopping karyawan milenial*. 2, 63–80.
- Studi, P., Dan, B., Islam, K., Konseling, J., Pengembangan, D. A. N., & Dakwah, F. (2026). *Hubungan self - efficacy dan job hopping pada generasi z di desa panggisari*.
- Suryaratri, R. D., Abadi, M. A., & Jakarta, U. N. (2018). *Modal psikologis dan intensi job hopping pada pekerja generasi milenial*. 2(2), 77–83.
- Szczepanek, A. (2023). *83 % Pekerja generasi z adalah pekerja yang sering berpindah pekerjaan (Laporan 2023)*. Laporan.
- Tamanampo, M. (2025). *Hubungan antara adaptasi karir dan job hopping intention pada karyawan generasi Z*. *JIRK Journal of Innovation Research and Knowledge*, 5(3), 2947–2958.
- Tinggi, S., Tarbiyah, I., Ishlah, D., Info, A., & History, A. (2024). *Harapan generasi z terhadap pekerjaan di masa depan : Implikasi bagi Kebijakan Pendidikan di Indonesia (Sebuah Tinjauan Literatur)*. 7(September), 10727–10736.
- Tran, T., Nguyen, T., & Nguyen, N. (2025). *Asia paci fi c management review determinants in fl uencing job-hopping behavior and turnover intention : an investigation among gen z in the marketing fi eld*. 30. <https://doi.org/10.1016/j.apmr.2025.100358>
- Washington, C. (2009). *Psychological capital: a positive resource for combating employee stress and turnover*. <https://doi.org/10.1002/hrm>
- Yuen, S. H. (2016). *Examining the generation effects on job-hopping intention by applying the theory of planned behavior (TPB)*. *Lingnan University*.
- Žnidaršič, J., & Marič, M. (2021). *Relationships between work-family balance , job satisfaction , life satisfaction and work engagement among higher education lecturers*. 54(3), 227–237. <https://doi.org/10.2478/orga-2021-0015>