

ABSTRACT

Every company needs human resources who play an important role in making the company grow. Millennials and generation Z are two generations that currently dominate the Indonesian population as a generation entering the workforce. Generation Z and millennials tend to have an open mindset and strong ambition, so that often generation Z and millennial employees do job hopping or change jobs in a short time. factors that can influence switching jobs in a company are job satisfaction and work life balance.

This study aims to determine the effect of job satisfaction and work life balance on job hopping. In addition, this research is focused on generation Z and Millennials who work in companies in Indonesia.

The method used in this research is quantitative, using a questionnaire as a data collection technique distributed to 210 generation z and millennial employees. The sampling technique applied is non-probability sampling and purposive sampling as a sampling technique. The data analysis method used is Partial Least Squares Structural Equation Modeling (PLS-SEM).

The results showed that job satisfaction was recorded at 83.93% including in the satisfied category, work life balance was recorded at 81.71% including in the good category and job hopping was at 80.76% with a high category. Partially, it shows that job satisfaction variables have a positive and significant effect on job hopping by 42.7%, and work life balance has a positive and significant effect on job hopping by 44.0%.

The input that can be given to the research results is that companies are expected to increase job satisfaction and work life balance in order to reduce the high level of job hopping in generation Z and millennial employees in Indonesia.

Keywords: *Job Hopping, Job Satisfaction, Work Life Balance, Generation Z, Millennial Generation.*