ABSTRACT

Job hopping is a phenomenon that has become one of the company's challenges in retaining generation Z employees. The tendency to change jobs that often occurs in this generation has an impact on increasing recruitment costs and decreasing the level of company productivity. However, the results of previous studies show a gap or inconsistency regarding the effect of perceived organizational support and job satisfaction on job hopping.

This study aims to analyze the effect of perceived organizational support and job satisfaction on job hopping of generation Z employees in Indonesia.

This research uses quantitative methods with a causality approach. The object of research is generation Z employees in Indonesia. The sampling technique was carried out using a non-probability sampling method with a purposive sampling approach. The research sample obtained was 227 generation Z employees in Indonesia. Data collection was carried out through distributing questionnaires. The data collected were then analyzed using partial least squares structural equation modeling (PLS-SEM) to test the relationship between variables in this study.

The results showed that perceived organizational support has a significant negative effect on job hopping with a regression coefficient value (-0.366) and job satisfaction has a significant negative effect on job hopping with a regression coefficient value (-0.433). These two variables simultaneously explain 57.4% of the variation in job hopping tendencies.

Based on the results of the research that has been done, companies are expected to strengthen the aspects of organizational rewards and working conditions, through improving the compensation system, and creating a comfortable work environment for employees. In addition, periodic evaluation of salary policies also needs to be done to increase job satisfaction. This step is expected to minimize the tendency of job hopping in generation Z employees.

Keywords: *perceived organizational support, job satisfaction, job hopping, Z Generation.*