

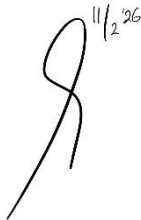
PENGARUH *CAREER DEVELOPMENT*, *COMPENSATION*, DAN *JOB SATISFACTION* TERHADAP *JOB HOPPING* PADA GENERASI Z DI SEKTOR MANUFAKTUR DAERAH ISTIMEWA YOGYAKARTA DENGAN *EMPLOYEE ENGAGEMENT* SEBAGAI VARIABEL MEDIASI

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *career development*, *compensation*, dan *job satisfaction* terhadap *job hopping* pada Generasi Z di Sektor Manufaktur Daerah Istimewa Yogyakarta dengan *employee engagement* sebagai variabel mediasi. Populasi penelitian adalah karyawan Generasi Z yang bekerja di sektor manufaktur di Daerah Istimewa Yogyakarta dengan masa kerja minimal enam bulan. Sampel penelitian berjumlah 128 responden yang dipilih menggunakan teknik *purposive sampling* dan *snowball sampling*. Data dikumpulkan melalui kuesioner daring menggunakan Google Form dan dianalisis dengan metode *Partial Least Squares–Structural Equation Modeling* (PLS-SEM) menggunakan aplikasi SmartPLS versi 4.0.9.9. Pengujian meliputi *outer model*, *inner model*, dan analisis mediasi. Hasil penelitian menunjukkan bahwa *career development*, *compensation*, dan *job satisfaction* berpengaruh positif terhadap *employee engagement*. *Career development* dan *job satisfaction* tidak berpengaruh signifikan terhadap *job hopping*, sedangkan *compensation* berpengaruh negatif terhadap *job hopping*. Selain itu, *employee engagement* tidak memediasi pengaruh *career development*, *compensation*, dan *job satisfaction* terhadap *job hopping* pada karyawan Generasi Z di sektor manufaktur Daerah Istimewa Yogyakarta.

Kata Kunci: *Career Development*, *Compensation*, *Job Satisfaction*, *Employee Engagement*, *Job Hopping*, *Generasi Z*.



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THE EFFECT OF CAREER DEVELOPMENT, COMPENSATION AND JOB SATISFACTION ON JOB HOPPING AMONG GENERATION Z IN THE MANUFACTURING SECTOR OF THE SPECIAL REGION OF YOGYAKARTA WITH EMPLOYEE ENGAGEMENT AS A MEDIATION VARIABLE

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Abstract

This study aims to analyze the effects of career development, compensation, and job satisfaction on job hopping among Generation Z employees in the manufacturing sector of the Special Region of Yogyakarta, with employee engagement as a mediating variable. The population consists of Generation Z employees in this sector with at least 6 months of tenure. A total of 128 respondents were selected using purposive and snowball sampling techniques. Data were collected via an online questionnaire distributed via Google Forms and analyzed using Partial Least Squares Structural Equation Modelling (PLS-SEM) with SmartPLS version 4.0.9.9. The analysis included outer model testing, inner model testing, and mediation analysis. The results indicated that career development, compensation, and job satisfaction positively affect employee engagement. However, career development and job satisfaction did not have a significant effect on job hopping, whereas compensation did. Furthermore, employee engagement did not mediate the effects of career development, compensation, and job satisfaction on job hopping among Generation Z employees in the manufacturing sector of the Special Region of Yogyakarta.

Keywords: *Career Development, Compensation, Job Satisfaction, Employee Engagement, Job Hopping, Generation Z.*