ABSTRAK

Qanaya Shiva Romadhona. 2026. Peran *Advance Motive* dan *Escape Motive* dalam Memoderasi Pengaruh Budaya Organisasi dan Kelelahan Emosional Terhadap Perilaku *Job Hopping* Karyawan di Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi dan kelelahan emosional terhadap perilaku *job hopping* karyawan usia produktif di wilayah Madiun dengan *advance motive* dan *escape motive* sebagai variabel moderasi. Penelitian ini menggunakan pendekatan kuantitatif dengan landasan *Job Demands-Resources (JD-R) Theory*. Populasi penelitian adalah karyawan usia 19–25 tahun yang bekerja di wilayah Madiun, dengan analisis data menggunakan *Structural Equation Modeling-Partial Least Squares* (SEM-PLS). Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh negatif dan signifikan terhadap perilaku *job hopping*, sedangkan kelelahan emosional berpengaruh positif dan signifikan terhadap perilaku job hopping. Selain itu, *advance motive* terbukti memoderasi pengaruh budaya organisasi dan kelelahan emosional terhadap perilaku *job hopping*, begitu pula *escape motive* yang juga terbukti memoderasi kedua hubungan tersebut. Temuan ini menunjukkan bahwa kecenderungan karyawan untuk melakukan *job hopping* tidak hanya dipengaruhi oleh kondisi organisasi dan tingkat kelelahan emosional, tetapi juga oleh motivasi individu untuk memperoleh kemajuan karier maupun menghindari kondisi kerja yang tidak diinginkan. Penelitian ini memberikan implikasi bagi organisasi dalam merancang strategi retensi karyawan melalui penguatan budaya organisasi, pengelolaan kelelahan emosional, serta pengembangan karier yang sesuai dengan kebutuhan tenaga kerja usia produktif.

Kata kunci: Budaya Organisasi, Kelelahan Emosional, *Job Hopping Behavior*, *Advance Motive, Escape Motive*.

ABSTRACT

Qanaya Shiva Romadhona. 2026. The Role of Advance Motive and Escape Motive in Moderating the Influence of Organizational Culture and Emotional Exhaustion on Employee Job Hopping Behavior in Madiun. Thesis. Management Study Program, Faculty off Economics and Business, Universitas PGRI Madiun. Advisor (I) Dr. Karuniawati Hasanah, S.E., M.M. Advisor (II) Robby Sandhi Dessyarti, S.E., M.M.

This study aims to analyze the influence of organizational culture and emotional exhaustion on job hopping behavior of productive-age employees in the Madiun area with advance motive and escape motive as moderating variables. This study uses a quantitative approach based on Job Demands-Resources (JD-R) Theory. The study population was employees aged 19–25 years working in the Madiun area, with data analysis using Structural Equation Modeling-Partial Least Squares (SEM-PLS). The results show that organizational culture has a negative and significant effect on job hopping behavior, while emotional exhaustion has a positive and significant effect on job hopping behavior. In addition, advance motive is proven to moderate the influence of organizational culture and emotional exhaustion on job hopping behavior, as is escape motive which is also proven to moderate both relationships. These findings indicate that employee tendency to do job hopping is not only influenced by organizational conditions and levels of emotional exhaustion, but also by individual motivation to gain career advancement or avoid undesirable working conditions. This study provides implications for organizations in designing employee retention strategies through strengthening organizational culture, managing emotional exhaustion, and career development that is in accordance with the needs of the productive-age workforce.

Keywords: Organizational Culture, Emotional Exhaustion, Job Hopping Behavior, Advance Motive, Escape Motive.