ABSTRAK

Ira Puspita Wardani. 2026. Pengaruh *Perceived Organizational Support*, Lingkungan Kerja *Toxic*, dan *Career Adaptability* terhadap *Job Hopping* pada Karyawan Generasi Z di Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Apriyanti, S.E., M.M. CPSMM., Pembimbing (II) Robby Sandhi Dessyarti, S.E., M.M.

Job hopping merupakan fenomena atau kecenderungan karyawan untuk berpindah-pindah pekerjaan dari satu perusahaan ke perusahaan lain dalam jangka waktu yang relatif singkat. Dukungan organisasi yang kuat, lingkungan kerja yang kondusif, serta kemampuan adaptasi karier yang tinggi menjadi faktor penting dalam memengaruhi keputusan karyawan untuk tetap bertahan atau berpindah pekerjaan. Penelitian ini bertujuan untuk menguji pengaruh *Perceived Organizational Support*, lingkungan kerja *Toxic*, dan *Career Adaptability* terhadap *Job Hopping* pada karyawan Generasi Z di Kota Madiun.

Hasil penelitian membuktikan bahwa (1) *Perceived Organizational Support* berpengaruh negatif dan signifikan terhadap *Job Hopping* pada karyawan Generasi Z di Kota Madiun; (2) Lingkungan Kerja *Toxic* berpengaruh positif dan signifikan terhadap *Job Hopping* pada karyawan Generasi Z di Kota Madiun; (3) *Career Adaptability* berpengaruh positif dan signifikan terhadap *Job Hopping* pada karyawan Generasi Z di Kota Madiun; (4) *Perceived Organizational Support*, Lingkungan Kerja *Toxic*, dan *Career Adaptability* secara simultan berpengaruh signifikan terhadap *Job Hopping* pada karyawan Generasi Z di Kota Madiun dengan kontribusi pengaruh sebesar 32,7%.

Kata Kunci: *Perceived Organizational Support*, Lingkungan Kerja *Toxic*, *Career Adaptability*, Job Hopping.

ABSTRACT

Ira Puspita Wardani. 2026. The Influence of Perceived Organizational Support, a Toxic Work Environment, and Career Adaptability on Job Hopping among Generation Z Employees in Madiun City. Undergraduate Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I): Dr. Apriyanti, S.E., M.M., CPSMM.; Supervisor (II): Robby Sandhi Dessyarti, S.E., M.M.

Job hopping is a phenomenon or tendency among employees to move from one company to another within a relatively short period. Strong organizational support, a conducive work environment, and a high level of career adaptability are significant factors influencing an employee's decision to either remain in their current position or change jobs. This study aims to examine the influence of Perceived Organizational Support, a toxic work environment, and career adaptability on job hopping among Generation Z employees in Madiun City.

The research findings demonstrate that (1) Perceived Organizational Support has a negative and significant influence on job hopping among Generation Z employees in Madiun City; (2) a toxic work environment has a positive and significant influence on job hopping among Generation Z employees in Madiun City; (3) career adaptability has a positive and significant influence on job hopping among Generation Z employees in Madiun City; and (4) Perceived Organizational Support, a toxic work environment, and career adaptability, when considered simultaneously, have a significant influence on job hopping among Generation Z employees in Madiun City, with a combined contribution of 32.7%.

Keywords: Perceived Organizational Support, Toxic Work Environment, Career Adaptability, Job Hopping.