

ABSTRAK

Keisha Amaya Ajeng Prameswari, 2025. Pengaruh *Work-life Balance* dan *Locus of Control* terhadap *Job Hopping* (Studi Kasus pada PT. J&T Madiun di Kota Madiun). Skripsi Sarjana, Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (2) Robby Sandhi Dessyarti, S.M.

Penelitian ini bertujuan untuk menguji pengaruh *work-life balance* dan *locus of control* terhadap *job hopping* pada karyawan PT J&T Express. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei, di mana kuesioner digunakan sebagai instrumen utama. Populasi penelitian adalah seluruh karyawan PT J&T Express, dengan sampel ditentukan melalui teknik sampling jenuh. Data dianalisis menggunakan regresi linier berganda dengan bantuan perangkat lunak SPSS. Hasil penelitian menunjukkan bahwa *work-life balance* berpengaruh negatif signifikan terhadap *job hopping*, yang berarti semakin baik keseimbangan kerja dan kehidupan pribadi karyawan, semakin rendah kecenderungan mereka untuk berpindah kerja. Demikian pula, *locus of control* terbukti memiliki pengaruh signifikan, di mana karyawan dengan *internal locus of control* cenderung lebih mampu bertahan dibandingkan dengan mereka yang memiliki *external locus of control*. Secara simultan, kedua variabel terbukti berpengaruh signifikan terhadap *job hopping*. Temuan ini menegaskan pentingnya kebijakan organisasi yang mendukung keseimbangan kerja-hidup serta penguatan regulasi diri karyawan sebagai strategi untuk mengurangi niat berpindah dan mobilitas kerja.

Kata Kunci: *Work-life balance*, *Locus of control*, *Job hopping*, Karyawan, PT J&T Express.

ABSTRACT

Keisha amaya ajeng prameswari, 2025 The Influence of Work-life Balance and Locus of Control on Job Hopping (A Case Study of PT. J&T Madiun in Madiun City) Undergraduate Thesis, Management Program, Faculty of Economics and Bussiness, Pgri Madiun University. Advisor (2) Robby Sandhi Dessyarti, S.M

This study aims to examine the influence of work-life balance and locus of control on job hopping among employees of PT J&T Express. The research employs a quantitative approach with survey methods, using questionnaires as the primary instrument. The population consists of J&T employees, with samples determined through purposive sampling. Data were analyzed using multiple linear regression with the assistance of SPSS software. The results indicate that work-life balance has a significant negative effect on job hopping, suggesting that employees who experience a higher balance between their work and personal life tend to have lower tendencies to leave their jobs. Similarly, locus of control also demonstrates a significant influence, where employees with an internal locus of control are less likely to engage in job hopping compared to those with an external locus. Furthermore, the simultaneous test confirms that both variables together significantly affect job hopping. These findings highlight the importance of organizational policies that support work-life balance and foster employee self-regulation as strategies to reduce turnover intention and job mobility.

Keywords: Work-life balance, Locus of control, Job hopping, Employees, PT J&T Express.