

ABSTRACT

Currently companies provide job opportunities for young generations to become high-quality human resources; however, many struggle to retain employees, particularly generation Z (born 1997–2012), who are known for being open-minded, ambitious, and eager to grow. This ambition often drives them to engage in job hopping or change jobs within a short period. One of the factors influencing job hopping is compensation and career development.

This study aims to empirically examine the effect of compensation and career development on job hopping among Generation Z employees in Jakarta. The research employs a quantitative approach with a survey method, distributing questionnaires to Generation Z respondents working in various sectors in Jakarta. The sampling technique used is non-probability sampling with a purposive sampling method. Data analysis was conducted using the Structural Equation Modeling (SEM) method based on LISREL.

The descriptive analysis results show that the respondents perceived compensation is in the good category, career development is in the good category, while the job hopping level is in the high category. The partial analysis results indicate that compensation (X1) has a negative and significant effect on job hopping, as does career development (X2), which has a negative and significant effect on job hopping among Generation Z employees in Jakarta. This means that the better the compensation and career development perceived by employees, the lower the tendency of Generation Z to engage in job hopping.

Based on the research results, it is suggested that companies in Jakarta ensure fair, competitive, and adequate compensation, as well as provide clear and sustainable career development programs. These efforts are expected to increase the satisfaction and loyalty of Generation Z employees, thereby reducing their intention to engage in job hopping.

Keywords: *Compensation, Career Development, Job Hopping*