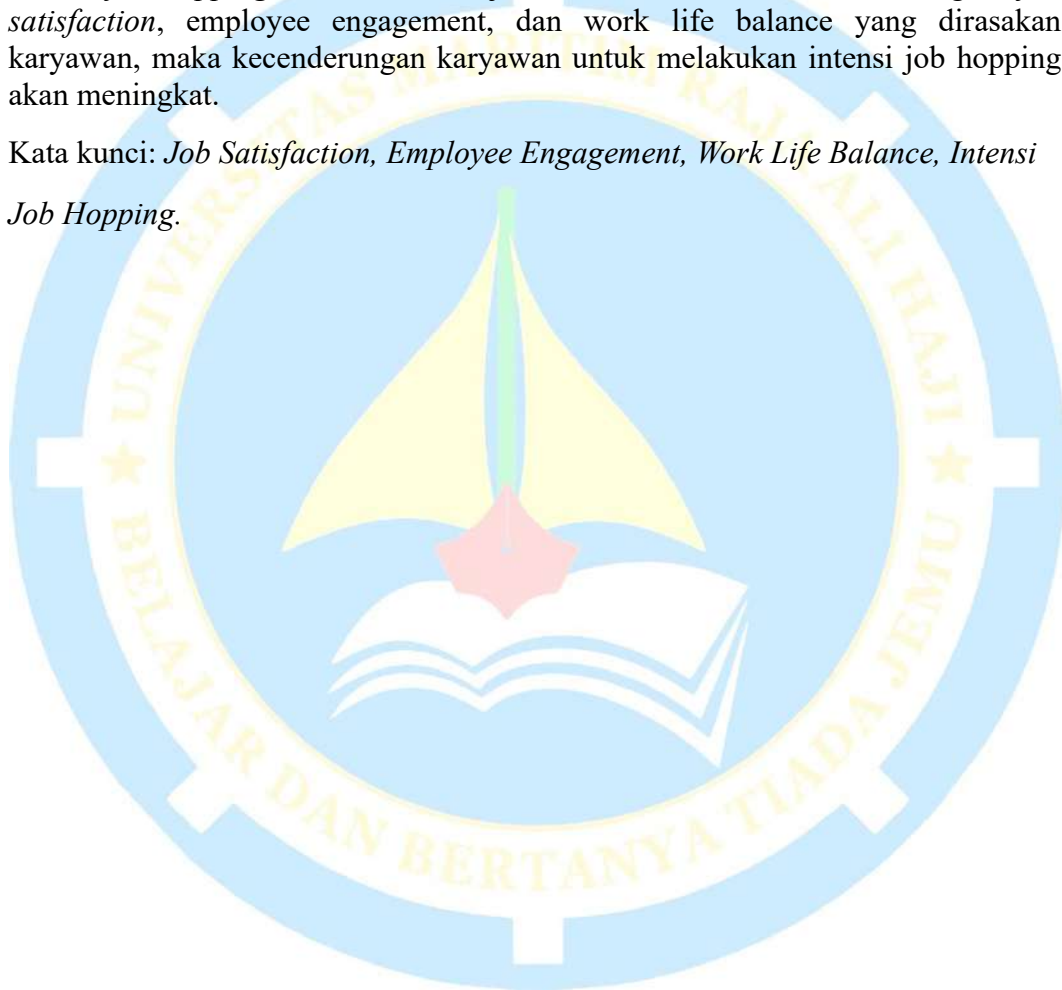


## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *job satisfaction*, *employee engagement*, dan *work life balance* terhadap intensi *job hopping* pada karyawan coffee shop di Kota Tanjungpinang. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengumpulan sampel menggunakan rumus slovin dan metode pengambilan sampel yang digunakan metode stratified random sampling dengan jumlah responden sebanyak 105 karyawan Generasi Z yang bukan mahasiswa. Hasil penelitian menunjukkan bahwa *job satisfaction*, *employee engagement*, dan *work life balance* berpengaruh negatif dan signifikan terhadap intensi *job hopping*. Hal ini menunjukkan bahwa semakin rendah tingkat *job satisfaction*, *employee engagement*, dan *work life balance* yang dirasakan karyawan, maka kecenderungan karyawan untuk melakukan intensi *job hopping* akan meningkat.

Kata kunci: *Job Satisfaction, Employee Engagement, Work Life Balance, Intensi Job Hopping.*



## **ABSTRACT**

*The study aims to determine the effect of job satisfaction, employee engagement and work life balance on job hopping intention among coffee shop employees in Tanjungpinang City. This study used a quantitative approach with a sample collection technique using the Slovin formula and a sampling method using stratified random sampling with a total of 105 Generation Z employees who are not students. The result showed that job satisfaction, employee engagement, and work life balance have a negative and significant effect on job hopping intention. This indicates that the lower the level of job satisfaction, employee engagement, and work life balance perceived by employees, the greater the tendency of employees to have job hopping intention.*

**Keywords:** Job Satisfaction, Employee Engagement, Work Life Balance, Job Hopping Intention.

