

**Pengaruh Perkembangan Karir Dan *Job Hopping* Terhadap Kepuasan Kerja Dengan *Emotional Exhaustion* Sebagai Variable Mediasi Pada Generasi Z Yang Bekerja Di Wilayah Jakarta Selatan**

**Oleh M. Harry Al Giffary**

**Abstrak**

*Penelitian ini dilatarbelakangi oleh adanya suatu pengaruh terhadap perkembangan karir dan job hopping terhadap kepuasan kerja dengan emotional exhaustion sebagai variable mediasi pada generasi z yang bekerja di wilayah Jakarta Selatan. Penelitian ini bersifat kuantitatif dengan sampel sebanyak 387 responden yang berdomisili di wilayah Jakarta Selatan dengan teknik pengambilan sampel yaitu simple random sampling. Teknik analisis dan pengelolaan data menggunakan metode Partial Least Square dengan instrument analisa yaitu SmartPLS 4.0. Adapun hasil penelitian menunjukkan bahwa : (1) perkembangan karir berpengaruh terhadap kepuasan kerja, (2) Job hopping tidak berpengaruh terhadap kepuasan kerja, (3) Perkembangan karir berpengaruh terhadap kelelahan emosional, (4) Job hopping berpengaruh terhadap kelelahan emosional, (5) Kelelahan emosional berpengaruh terhadap kepuasan kerja , (6) Adanya pengaruh perkembangan karir terhadap kepuasan kerja melalui kelelahan emosional, (7) Adanya pengaruh job hopping terhadap kepuasan kerja melalui kelelahan emosional.*

**Kata kunci :** *Emotional Exhaustion, Perkembangan Karir, Job Hopping, Kepuasan Kerja*

***The Effect of Career Development and Job Hopping on Job Satisfaction with Emotional Exhaustion as a Mediation Variable in Generation Z Working in the South Jakarta Area***

**By M. Harry Al Giffary**

**Abstract**

*This research is motivated by the influence of career development and job hopping on job satisfaction with emotional exhaustion as a mediating variable in generation z who work in the South Jakarta area. This study is quantitative with a sample of 387 respondents who live in the South Jakarta area with a sampling technique, namely simple random sampling. The data analysis and management technique uses the Partial Least Square method with an analysis instrument, namely SmartPLS 4.0. The results of the study show that: (1) career development affects job satisfaction, (2) Job hopping has no effect on job satisfaction, (3) Career development has an effect on emotional fatigue, (4) Job hopping has an effect on emotional fatigue, (5) Emotional fatigue affects job satisfaction, (6) There is an influence of career development on job satisfaction through emotional fatigue, (7) There is an effect of job hopping on job satisfaction through emotional exhaustion.*

**Keywords :** *Emotional Exhaustion, Career Development, Job Hopping, Job Satisfaction*