

## PERAN PERSEPSI PENGEMBANGAN KARIR DAN KESUKSESAN KARIR TERHADAP *JOB HOPPING* PADA KARYAWAN STARTUP

Maura Olivia Situmorang<sup>1</sup>, Sumaryono<sup>2</sup>

<sup>1,2</sup>Fakultas Psikologi Universitas Gadjah Mada

<sup>1</sup>maura.olivia.situmorang@mail.ugm.ac.id, <sup>2</sup>sumaryono.cendix@ugm.ac.id

**Abstract.** *Job hopping, or the tendency of employees to frequently change jobs within a short period, has become a common trend, particularly in the Startup environment. This condition contributes to the high failure rate of Startups. This study aims to examine the role of career development perception and career success in job hopping intentions, specifically among Startup employees in Indonesia. It addresses the research gap from previous studies that primarily focused on private companies in Indonesia and Startups abroad. Data were collected using three scales: the Job Hopping Intention Scale, the Career Development Perception Scale, and the Career Success Scale. The analysis was conducted using stepwise multiple linear regression involving 209 Startup employees with a tenure of three months to less than two years. The results indicate a significant role of career development perception (41.7%) and career success (5.2%) in job hopping intentions. Startup employees tend to value the process more than just the output, making it essential for companies to design clear career paths and structured promotion opportunities to reduce job hopping. Additionally, recognizing employees' contributions, both materially and psychologically, is crucial for ensuring organizational stability and sustainability.*  
**Keywords:** *job hopping, career development perception, career success, Startup employees*

**Abstrak.** *Job hopping, atau kecenderungan karyawan berpindah kerja dalam waktu singkat, telah menjadi tren umum, terlebih pada lingkup Startup. Kondisi tersebut menyebabkan tingginya tingkat kegagalan Startup. Penelitian ini bertujuan mengkaji peran persepsi pengembangan karir dan kesuksesan karir terhadap *job hopping* secara spesifik pada karyawan Startup di Indonesia, mengisi celah penelitian sebelumnya yang lebih terfokus pada perusahaan swasta di Indonesia dan Startup di luar negeri. Terdapat tiga skala yang digunakan dalam pengumpulan data, yaitu Job Hopping Intention Scale, Skala Persepsi Pengembangan Karir, dan Skala Kesuksesan Karir. Analisis data dilakukan menggunakan regresi linear berganda *stepwise*, melibatkan 209 karyawan Startup dengan masa kerja tiga bulan hingga kurang dari dua tahun. Hasil penelitian menunjukkan adanya peran signifikan persepsi pengembangan karir (41,7%) dan kesuksesan karir (5,2%) terhadap intensi *job hopping*. Dengan demikian, karyawan startup cenderung lebih menghargai proses dibandingkan sekadar *output* kerja, sehingga perusahaan perlu merancang jalur karir yang jelas dan peluang promosi yang terstruktur untuk menekan *job hopping*. Selain itu, apresiasi terhadap*

kontribusi karyawan, baik secara material maupun psikologis juga penting untuk mendukung stabilitas dan keberlanjutan perusahaan.

Kata kunci: *job hopping, persepsi pengembangan karir, kesuksesan karir, karyawan startup*