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**HUBUNGAN ANTARA PENGEMBANGAN KARIR DENGAN JOB HOPPING PADA GENERASI MILENIAL DI KOTA SAMARINDA**

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**Abstract:** The correlation between career development and job hopping in millennial generation in Samarinda City. Job hopping is no longer a taboo and is a phenomenon that is detrimental to the company because it can reduce the company's reputation. The purpose of this study is to determine the correlation that exists between career development and job hopping in the millennial generation in the city of Samarinda. The quantitative approach method was used in this study. There are 100 millennial generation employees who have changed workplaces more than once in less than 3 years of working in Samarinda City as the subject of this study. The data collection method used a job hopping scale and a career development scale with a Cronbach Alpha reliability value of 0.700 and 0.922, respectively. The data analysis technique used was non-parametric correlation and the data were analyzed with Statistical Package for Social (SPSS) version 26.0 for windows. The results showed that there is no correlation between career development and job hopping in the millennial generation in Samarinda City. This is evidenced by the  $p$  value = 0.990 ( $p > 0.05$ ) and the  $r$  value = 0.001. The implication of this research is that companies must evaluate retention strategies and consider other factors besides career development in order to reduce job hopping among millennials in Samarinda City.

**Keywords:** job hopping, career development, millennial generation

**Abstrak:** Hubungan antara pengembangan karir dengan job hopping pada generasi milenial di Kota Samarinda. Job hopping bukan menjadi hal yang tabu lagi dan merupakan fenomena yang merugikan perusahaan sebab dapat menurunkan reputasi perusahaan. Adapun tujuan penelitian ini adalah mengetahui hubungan yang ada diantara pengembangan karir dengan job hopping pada generasi milenial di kota samarinda. Metode pendekatan kuantitatif digunakan pada penelitian ini. Terdapat 100 karyawan generasi milenial yang pernah berpindah tempat kerja lebih dari satu kali dalam kurun waktu kurang dari 3 tahun bekerja di Kota Samarinda sebagai subjek penelitian ini. Metode pengumpulan data menggunakan skala job hopping dan skala pengembangan karir dengan nilai reliabilitas Cronbach Alpha masing-masing 0.700 dan 0.922. Teknik analisis data yang digunakan adalah korelasi non-parametrik dan data dianalisis dengan statistical Package for Social (SPSS) versi 26.0 for windows. Hasil penelitian menunjukkan tidak