

ABSTRAK

Robert Ahmad Saputro. 220541100115. Program Studi Psikologi. Pengaruh *Perceived Overqualification* terhadap *Turnover Intention* pada karyawan gen Z di Kota Surabaya.

Tingginya *turnover intention* pada karyawan Generasi Z menjadi tantangan bagi perusahaan dalam mempertahankan sumber daya manusia yang berkualitas. Generasi Z memiliki tingkat pendidikan, kemampuan teknologi, dan ekspektasi karier yang tinggi sehingga lebih rentan mengalami *perceived overqualification*. Kondisi tersebut dapat memunculkan ketidakpuasan kerja dan keinginan untuk mencari pekerjaan yang lebih sesuai dengan kualifikasinya. Penelitian ini bertujuan untuk menguji pengaruh *perceived overqualification* terhadap *turnover intention* pada karyawan Generasi Z di Kota Surabaya. Penelitian menggunakan pendekatan kuantitatif dengan teknik *purposive sampling* pada 385 karyawan Generasi Z, bekerja di Kota Surabaya, dan masa kerja minimal 1 tahun. Instrumen penelitian terdiri atas skala *perceived overqualification* dan skala *turnover intention*. Analisis data dilakukan melalui uji validitas, reliabilitas, uji asumsi, analisis deskriptif, dan regresi linier sederhana menggunakan IBM SPSS 25. Hasil uji hipotesis menunjukkan bahwa *perceived overqualification* berpengaruh positif dan signifikan terhadap *turnover intention* ($F = 99,084$; $t = 9,954$; $p = 0,000 < 0,05$). Nilai koefisien determinasi ($R^2 = 0,206$) menunjukkan bahwa *perceived overqualification* memberikan kontribusi sebesar 20,6% terhadap *turnover intention*, sedangkan 79,4% dipengaruhi oleh variabel lain di luar penelitian. Sebagian besar responden memiliki tingkat *perceived overqualification* pada kategori sedang (54,8%) dan *turnover intention* pada kategori sedang (67%). Temuan ini menunjukkan bahwa semakin tinggi *perceived overqualification* yang dirasakan karyawan Generasi Z, semakin tinggi pula *turnover intention*.

Kata Kunci: *Perceived Overqualification*, *Turnover Intention*, Generasi Z, Karyawan, Surabaya.

ABSTRACT

Robert Ahmad Saputro. 220541100115. Psychology Study Program. The Effect of Perceived Overqualification on Turnover Intention among Generation Z Employees in Surabaya City

The high level of turnover intention among Generation Z employees has become a challenge for organizations in retaining qualified human resources. Generation Z is characterized by high educational attainment, technological competence, and strong career expectations, making them more susceptible to experiencing perceived overqualification. This condition may lead to job dissatisfaction and the intention to seek employment that is more aligned with their qualifications. This study aimed to examine the effect of perceived overqualification on turnover intention among Generation Z employees in Surabaya. The study employed a quantitative approach using a purposive sampling technique involving 385 Generation Z employees who worked in Surabaya and had a minimum of one year of work experience. The research instruments consisted of the Perceived Overqualification Scale and the Turnover Intention Scale. Data were analyzed using validity and reliability tests, assumption tests, descriptive analysis, and simple linear regression with IBM SPSS Statistics 25. The results of the hypothesis test indicated that perceived overqualification had a positive and significant effect on turnover intention ($F = 99.084$; $t = 9.954$; $p = 0.000 < 0.05$). The coefficient of determination ($R^2 = 0.206$) showed that perceived overqualification accounted for 20.6% of the variance in turnover intention, while the remaining 79.4% was explained by other variables outside the scope of this study. Most respondents demonstrated a moderate level of perceived overqualification (54.8%) and a moderate level of turnover intention (67%). These findings indicate that the higher the level of perceived overqualification experienced by Generation Z employees, the higher their turnover intention.

Keywords: *Perceived Overqualification, Turnover Intention, Generation Z, Employees, Surabaya.*