

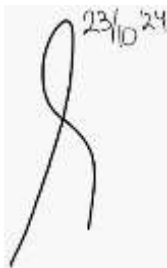
ANALISIS *TURNOVER INTENTION* DITINJAU DARI PENGARUH *WORK ENGAGEMENT*, *JOB SATISFACTION* DAN *JOB STRESS* PADA KARYAWAN GENERASI Z DI PERUSAHAAN SWASTA INDONESIA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *work engagement*, *job satisfaction*, dan *job* terhadap *turnover intention* pada karyawan Generasi Z di perusahaan swasta Indonesia. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *purposive sampling*, dengan jumlah responden sebanyak 120 responden (51 pria dan 69 wanita), populasi penelitian ini terdiri dari karyawan Generasi Z yang bekerja di perusahaan swasta Indonesia. Data primer dalam penelitian ini dikumpulkan menggunakan metode kuesioner melalui *google form* yang telah di uji validitas dan reliabilitasnya. Dalam penelitian ini, Software SmartPls versi 4.0 digunakan sebagai alat analisis untuk menguji baik *Outer model* maupun *Inner model*. Hasil penelitian menunjukkan bahwa *work engagement* berpengaruh negatif dan signifikan terhadap *turnover intention*, *job satisfaction* berpengaruh negatif dan signifikan terhadap *turnover intention*, *job stress* berpengaruh positif dan signifikan terhadap *turnover intention*, dan *work engagement*, *job satisfaction*, dan *job stress* memiliki pengaruh terhadap *turnover intention* sebesar 67,9%, sedangkan 32,1% dipengaruhi variabel lain.

Kata Kunci: *Work Engagement*, *Job Satisfaction*, *Job Stress*, *Gen Z*

A handwritten signature in black ink, appearing to be 'Afnan Bazil', is written over a light gray rectangular background. To the right of the signature, the date '23/10/24' is written in a smaller, simpler font.

***ANALYSIS OF TURNOVER INTENTION REVIEWED FROM THE
INFLUENCE OF WORK ENGAGEMENT, JOB SATISFACTION AND JOB
STRESS ON GENERATION Z EMPLOYEES IN PRIVATE COMPANIES IN
INDONESIA***

Afnan Bazil

Abstract

This research analyses the impact of work engagement, job satisfaction, and job stress on turnover intention among Generation Z employees in Indonesian private companies. The sampling technique used in this research is purposive sampling, with 120 respondents (51 men and 69 women). The research population consists of Generation Z employees working in private companies in Indonesia. Primary data for this research was collected through a questionnaire via Google Forms, which has been tested for validity and reliability. The research utilizes SmartPLS version 4.0 as the analysis tool to evaluate both the Outer and Inner models. The results indicate that work engagement has a negative and significant effect on turnover intention, job satisfaction has a negative and significant effect on turnover intention, and job stress has a positive and significant effect on turnover intention. Additionally, work engagement, job satisfaction, and stress collectively account for 67.9% of the variance in turnover intention, with the remaining 32.1% influenced by other variables.

Keywords: *Work Engagement, Job Satisfaction, Job Stress, Gen Z*