

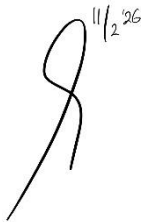
**PENGARUH *BURNOUT*, *JOB INSECURITY*, DAN BEBAN KERJA  
TERHADAP *TURNOVER INTENTION* PADA KARYAWAN SWASTA  
GENERASI Z DI SLEMAN**

**Mira Nurfiana**

**Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh *burnout*, *job insecurity*, dan beban kerja terhadap *turnover intention* pada karyawan swasta generasi Z di Sleman. Fenomena tingginya *turnover* di kalangan generasi Z menjadi isu penting bagi perusahaan karena berdampak pada peningkatan biaya rekrutmen dan pelatihan. Populasi dalam penelitian ini adalah karyawan swasta generasi Z berusia 18–28 tahun di Sleman, dengan jumlah sampel sebanyak 115 responden yang diperoleh menggunakan teknik purposive sampling. Pengumpulan data dilakukan melalui kuesioner daring dan dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa *burnout*, *job insecurity*, dan beban kerja berpengaruh positif dan signifikan terhadap *turnover intention* baik secara parsial maupun simultan. Nilai Adjusted R<sup>2</sup> sebesar 0,571 menunjukkan bahwa ketiga variabel tersebut mampu menjelaskan 57,1% variasi *turnover intention*, sementara sisanya dijelaskan oleh faktor lain di luar penelitian ini. Di antara ketiga variabel, *job insecurity* memiliki pengaruh paling dominan. Temuan ini mengindikasikan pentingnya perusahaan dalam mengelola faktor psikologis khususnya *burnout* dan beban kerja karyawan agar dapat menekan niat berpindah kerja, khususnya pada generasi Z.

**Kata Kunci:** *Burnout, Job Insecurity, Beban Kerja, Turnover Intention, Generasi Z*



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**THE EFFECT OF BURNOUT, JOB INSECURITY, AND WORKLOAD ON  
TURNOVER INTENTION OF GENERATION Z PRIVATE SECTOR  
EMPLOYEES IN SLEMAN**

**Mira Nurfiana**

**Abstract**

*This study aims to analyse the effects of burnout, job insecurity, and workload on turnover intention among Generation Z private-sector employees in Sleman. The high turnover among Generation Z is a significant issue for companies, as it increases recruitment and training costs. The population in this study consisted of Generation Z private-sector employees aged 18-28 years in Sleman, with a sample of 115 respondents selected through purposive sampling. Data collection was conducted via an online questionnaire, and the data were analysed using multiple linear regression. The results demonstrated that burnout, job insecurity, and workload had a positive and significant effect on turnover intention, both partially and simultaneously. The Adjusted R<sup>2</sup> value of 0.571 indicates that these three variables explain 57.1% of the variation in turnover intention, with the remaining 42.9% explained by factors beyond the scope of this study. Among the three variables, job insecurity has the most dominant influence. These findings indicate the importance of companies in managing psychological factors, particularly employee burnout and workload, in order to reduce the intention to change jobs, especially among Generation Z.*

**Keywords:** *Burnout, Job Insecurity, Workload, Turnover Intention, Generation Z*