

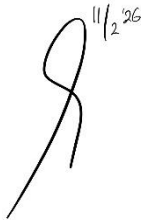
PENGARUH *JOB BURNOUT*, *WORK OVERLOAD*, DAN KONDISI LINGKUNGAN KERJA TERHADAP *TURNOVER INTENTION* DENGAN STRES KERJA SEBAGAI VARIABEL INTERVENING PADA KARYAWAN GEN Z DI INDUSTRI MANUFAKTUR WILAYAH YOGYAKARTA

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Abstrak

Penelitian ini bertujuan menganalisis pengaruh *job burnout*, *work overload*, dan kondisi lingkungan kerja terhadap *turnover intention* dengan stres kerja sebagai variabel intervening pada Generasi Z di industri manufaktur wilayah Daerah Istimewa Yogyakarta yang berjumlah 100 responden operator produksi yang dipilih menggunakan teknik *purposive sampling* dan *snowball sampling*. Data dikumpulkan melalui kuesioner online dan dianalisis menggunakan *SmartPLS 4* dengan pendekatan *Partial Least Squares Structural Equation Modelling* (PLS-SEM). Hasil penelitian menunjukkan bahwa *job burnout*, *work overload* berpengaruh positif terhadap *turnover intention* dan stres kerja. Sementara itu, kondisi lingkungan kerja tidak memiliki pengaruh terhadap *turnover intention*. Stres kerja juga berpengaruh positif terhadap *turnover intention* serta mampu memediasi pengaruh *job burnout*, *work overload*, dan kondisi lingkungan kerja terhadap *turnover intention*. Penelitian ini memberikan implikasi penting bagi perusahaan dalam mengelola beban kerja, kondisi lingkungan kerja, dan stres kerja guna menekan tingkat *turnover intention* karyawan Gen Z.

Kata Kunci: *Job Burnout*, *Work Overload*, *Kondisi Lingkungan Kerja*, *Turnover Intention*, *Stres Kerja*



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THE EFFECT OF JOB BURNOUT, WORK OVERLOAD, AND WORK ENVIRONMENT CONDITIONS ON TURNOVER INTENTION WITH WORK STRESS AS AN INTERVENING VARIABLE ON GENERATION Z IN THE MANUFACTURING INDUSTRY IN THE YOGYAKARTA REGION

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Abstract

This study aims to analyze the effects of job burnout, work overload, and work environment conditions on turnover intention, with work stress as an intervening variable, among Generation Z in the manufacturing industry in the Special Region of Yogyakarta, using purposive and snowball sampling to select 100 production operators. Data were collected via an online questionnaire and analyzed using SmartPLS 4 with a Partial Least Squares Structural Equation Modelling (PLS-SEM) approach. The results show that job burnout and work overload positively affect turnover intention and work stress. Meanwhile, work environment conditions do not affect turnover intention. Work stress also positively affects turnover intention and can mediate the effects of job burnout, work overload, and work environment conditions on turnover intention. This study has important implications for companies in managing workloads, work environments, and work stress to reduce turnover intention among Gen Z employees.

Keywords: *Job Burnout, Work Overload, Work Environment Conditions, Turnover Intention, Work Stress*