

ABSTRACT

Generation Z is a generation of people who born between 1996 to 2012 or the current age is between the ages of 11 to 27 years. Currently Generation Z is a generation that enters productive age, Generation Z is also one of the prospective generations that can replace the previous generation because Generation Z has just started their professional career by joining a company and having their first job. However, the Ministry of Manpower of Indonesia predicts that there will be an increase in Turnover Intention in a company because of the new generation.

This study aims to examine the relationship between Transformational Leadership to Turnover Intention in Generation Z on Bandung City using Person - Organization Fit as a Mediation variable.

The method used in this study is to use descriptive quantitative methods and the data needed to help this research is to distribute questionnaires to 145 respondents in the Generation Z workforce who live in Bandung City. This study used the Partial Least Square – Structural Equation Modeling approach and using SmartPLS 4 software as a data processing tool.

This study found that Transformational Leadership has no significant effect on Turnover Intention. Then Transformational Leadership has a significant and positive effect on Person - Organization Fit. Then Person - Organization Fit has a significant and positive effect on Turnover Intention. So that in this study results in Person - Organization Fit can mediate the relationship between Transformational Leadership on Turnover Intention in Generation Z Bandung City.

The suggestion that can be taken in this study is that Generation Z needs to pay attention to the compatibility of values between themselves and the company they will join, because this can create a more productive and conducive work atmosphere. In addition to values, it is also necessary to consider the type of leadership in the company, especially transformational leadership, which supports good cooperation and brings out the maximum potential of everyone. In recruiting Generation Z, companies should revisit their values and consider the appropriate leadership style to lead them, in the hope of attracting quality employees who can improve the company's productivity and reputation.

Keywords: *Generation Z, Transformational Leadership, Turnover Intention, Person – Organization Fit.*