

ABSTRACT

The desire to move is a person's desire to leave his job in the future, which is done without force and from within himself. Serivei databoks (2023) said 64.9% of Generation Z chose to leave their jobs because the salary they received did not match the job description they were given. The pandemic also has an influence on how Generation Z prefers flexible work.

The research aims to determine the effect of salary satisfaction and *flexible working arrangements* on *turnover intention* in Generation Z who work in Bandung. The hope of this research is to provide assistance with thoughts, knowledge and perspectives regarding salary satisfaction and *flexible working arrangements* regarding *turnover intention* in Generation Z who work in Bandung. And can be a recommendation for companies that need an effective strategy to minimize the *turnover intention* of Gen Z employees in Bandung.

The type of research used in this research is quantitative and causal research with descriptive methods. Using a purposive sampling method with a sample of 140 Gen Z respondents who work in Bandung. The data collection technique uses an online questionnaire and the data analysis applied is descriptive analysis, classical assumption test, multiple regression analysis, partial hypothesis test (T), simultaneous hypothesis test (F), and coefficient of determination test using IBM SPSS Statistics 25.

The results of this research are that salary satisfaction has a partially significant effect on *turnover intention*. *Flexible working arrangements* have a partially significant effect on *turnover intention*. Then salary satisfaction and *flexible working arrangements* have a significant effect on *turnover intention*.

Based on the results obtained from the research, suggestions that can be given are that companies can pay more attention to salary satisfaction and work flexibility that adapts to the needs of employees, the majority of whom have been replaced by generation z employees, to minimize *turnover intention* in the company.

Keywords: Salary Satisfaction, *Flexible working arrangement*, *Turnover intention*, Generation Z