

ABSTRACT

Work stress is a significant issue in the current work environment. High levels of work stress can have a negative impact on both individual well-being and organizational productivity. Therefore, it is important to understand the factors that contribute to job stress. The aim of this research is to find out how workload, work environment and conflict influence work stress levels in generation Z employees. This research chose Generation Z as the research object. The method used is quantitative. This research uses a non-probability sampling technique with a sampling method using accidental sampling. The number of samples was 180. Data analysis in this study used the Partial Least Square (PLS) method using SmartPLS 3 software.