

ABSTRACT

This study aims to analyze the influence of career development and compensation on turnover intention among Generation Z in Indonesia. The research background is based on the high turnover intention phenomenon within Generation Z, which impacts company sustainability. This study focuses on the relationship between pengembangan karir, kompensasi, and the intention to leave the job among young, productive workers.

An in-depth literature review was conducted, referencing theories of human resource management, career development, and compensation. Previous studies indicate that career development and compensation significantly influence turnover intention. This research also developed a conceptual framework based on these theories to explain the relationship between the independent and dependent variables.

The research method employed a quantitative approach with a descriptive design. Data were collected through a survey using questionnaires distributed to 215 respondents, all Generation Z workers. The variables in this study include career development, compensation, and turnover intention. Data analysis was performed using Structural Equation Modeling-Partial Least Squares (SEM-PLS) to examine the relationships among variables.

The results indicate that career development and compensation, whether individually or simultaneously, do not significantly influence turnover intention. Improved or inadequate career development does not affect the fluctuations in turnover intention levels. Similarly, adequate or insufficient compensation does not influence employees' intentions to leave their jobs.

In conclusion, companies should focus on factors other than career development and compensation to identify strategies for addressing turnover intention among Generation Z. This study provides practical and theoretical contributions to understanding the factors influencing turnover intention. Recommendations for future research include expanding the scope of respondents and exploring other factors, such as organizational culture or work-life balance.

Keyword: Career Development, Compensation, Turnover Intention