

## **ABSTRACT**

*Currently, organizations face challenges related to turnover intention. Generation Z, which is starting to enter the world of work, has become the dominant group in various organizations. Referring to the Jakpat survey conducted on 9–12 February 2024, with the majority of respondents coming from Java, it was recorded that of the 295 respondents who were working, around 69% of Generation Z had plans to resign or resign from their workplace.*

*The objective of the research in this thesis is to examine the influence of Job Satisfaction on Turnover Intention, with Organizational Commitment as a mediating variable among Generation Z in Jakarta. The aim is to contribute insights that could serve as a basis for addressing the challenges related to Generation Z employees.*

*The data for this study was obtained from credible online surveys. This research adopts a descriptive quantitative approach, employing Structural Equation Modeling (SEM) using the Partial Least Square (PLS) method. The analysis was performed with the assistance of SmartPLS software version 3.0.*

*Based on descriptive analysis, regarding job satisfaction (X), the dimensions of work-life balance and working hours are the most satisfying, while the dimensions of salary, job security and employment show greater variations in satisfaction. In organizational commitment (Z), the normative commitment dimension is stable, but the affective commitment dimension is low, indicating the need for continuous improvement of employee emotions. In the turnover instruction (Y), many employees are thinking about leaving and exploring other opportunities, with high variations indicating a group of employees who really want to leave. Based on the basic t test, job satisfaction has an influence on turnover intention. The higher the job satisfaction, the lower the turnover rate. Job satisfaction is proven to have a significant influence on turnover. Based on the results of the t test, the organizational commitment variable has no influence on turnover intention. Organizational Commitment does not play a significant mediating role in the influence of Job Satisfaction on turnover among generation Z in Jakarta.*

*Job satisfaction has been proven to have a significant effect on turnover intention, with dimensions such as work-life balance and the most satisfying working hours. However, organizational commitment does not play a significant mediating role in the relationship between job satisfaction and employee turnover intentions. To reduce turnover intention, companies need to focus on increasing job satisfaction, especially in salary, job security and employment.*

**Keywords:** *Job satisfaction, Turnover intention, Organizational commitment*