

### **ABSTRACT**

*Generation Z (people born between 1997 and 2012) has begun to dominate the workforce in Indonesia. However, the desire to leave a job is relatively high among this generation. Turnover can occur due to many factors, such as compensation and work-life balance. This study aims to measure the influence of compensation and work-life balance on turnover intention among Generation Z. The study will be conducted quantitatively. The data used in this study are primary data obtained through a questionnaire filled out via Google Forms by 274 Generation Z employees. The data collected will be analyzed using the SEM-PLS method with the assistance of SMARTPLS 4.1.12 software. The study found that compensation and work-life balance have a significant negative impact on turnover intention among Generation Z employees in Indonesia. This indicates that the better the compensation provided by the company to employees, and the more balanced their work-life balance, the lower the turnover intention will be. Therefore, companies need to pay attention to compensation, both financial and non-financial, such as providing salaries commensurate with responsibilities and offering rewards as a form of appreciation. Additionally, companies should improve the quality of work-life balance for their employees, such as offering flexible working hours or sufficient leave time.*

**Keywords:** *Generation Z, Compensation, Work-life Balance, Turnover Intention*