

ABSTRACT

Turnover intention in Generation Z in Indonesia is a crucial issue in today's employment dynamics. This generation is known to have high expectations for fair compensation as well as sensitivity to work pressure. The phenomenon of high intention to change jobs in this age group can be a serious challenge to the sustainability of the company if not handled appropriately. Inadequate compensation and high levels of burnout are the main factors that are suspected to encourage the emergence of intentions to leave work.

This study uses a quantitative approach with a survey method to 240 Generation Z respondents who have worked in various sectors. The data analysis technique was carried out using Structural Equation Modeling–Partial Least Square (SEM-PLS) to test the effect of compensation and burnout on turnover intention, as well as a multigroup analysis (MGA) test to see differences in influences based on gender.

The results showed that compensation had a negative and significant effect on turnover intention, while burnout had a positive and significant effect. Compensation was also found to be the most dominant variable in influencing turnover intention. However, the results of the multigroup analysis showed that gender did not moderate the relationship between compensation and burnout to turnover intention.

This research makes a theoretical contribution in strengthening the literature on the work behavior of Generation Z. Practically, companies need to improve the compensation system and manage burnout with the right strategies to reduce the level of turnover intention and create a healthy and sustainable work environment.

Keywords: Compensation, Burnout, Turnover Intention, Men Women, Generation Z Employees