

## ABSTRACT

*Turnover intention is one of the main challenges for companies, especially among Generation Z employees who now dominate the workforce. Deloitte (2025) shows that 66% of Gen Z have a high tendency to look for new jobs. This phenomenon is often associated with employee dissatisfaction with compensation and high work stress, especially in Jakarta as a competitive economic center.*

*This study aims to investigate how compensation, work-related stress, and turnover intention among Gen Z employees are interrelated, as well as to analyze the influence of compensation and stress on turnover intention among Gen Z employees in Jakarta.*

*The research method used is quantitative with a descriptive purpose and a causal investigation type. The study population consists of Gen Z employees in Jakarta. The sampling technique used is non-probability sampling with a purposive sampling method using the Hair formula, resulting in 140 respondents. Data was collected through the distribution of questionnaires and analyzed using the Partial Least Squares - Structural Equation Modeling (PLS-SEM) method.*

*The results of descriptive analysis show that compensation is in the good category, work stress is categorized as quite high, and turnover intention is categorized as high. Hypothesis testing shows that compensation has a negative and significant effect on turnover intention, meaning that the better the compensation provided can reduce employee intention to move. Meanwhile, job stress has a positive and significant effect on turnover intention, meaning that the lower the job stress, the lower the employee's intention to move.*

*Based on the results of this study, companies are encouraged to pay more attention to the compensation policies they offer and implement appropriate stress management strategies to minimize turnover intention among Generation Z employees.*

**Keywords:** *compensation, job stress, turnover intention, Gen Z*