

## ABSTRACT

This study raises the topic of turnover intention (TI) problems in generation Z employees in Semarang City, with several findings related to the high level of turnover intention in generation Z employees such as the Gallup survey (2016), the JakPat survey (2024), and the findings of Deloitte (2019) and the researcher's pre-survey. Therefore, there are 10 research problem formulations proposed, with 10 research objectives, the factors proposed to influence the level of TI are work overload (WO), work-life balance (WLB), job stress (JSt) and job satisfaction (JS).

The research hypotheses proposed are, 1) WO has a significant positive effect on TI; 2) WLB has a significant negative effect on TI; 3) JSt has a significant positive effect on TI; 4) WO has a negative effect on JS; 5) WLB has a positive effect on TI; 6) JSt has a negative effect on JS; 7) JS has a negative effect on TI; 8) WO has an effect on TI mediated by JS; 9) WLB has an effect on TI mediated by JS; and 10) JSt influences IT mediated by JS, on Generation Z employees in Semarang City. The research method used is a causal quantitative method with 3 independent variables, one mediating variable and one dependent variable. The research subjects used were 127 respondents of generation Z workers in Semarang City with an age range of 15-27 years. The measuring instrument used was a five-scale Likert scale, the measuring instrument through validity and reliability tests using CFA second order. The data analysis used was SEM (structural equation model) with analysis calculations using AMOS version 29.

The results of the study found, 1) There is no significant effect of WO on IT, 2) There is a significant negative effect of WLB on IT; 3) There is a significant positive effect of JSt on IT; 4) There is no significant effect of WO on JS; 5) There is a significant positive effect of WLB on JS; 6) There is a significant negative effect of JSt on JS; 7) There is no significant effect of JS on IT; 8) There is no effect of WO on IT mediated by JS; 9) There is a significant influence of WLB on TI mediated by JS; and 10) There is a significant influence of JSt on TI mediated by TI.

**Keywords** : Turnover Intention, Generation Z Employees