

THE EFFECT OF WORKLOAD, WORK STRESS, AND WORK ENVIRONMENT ON TURNOVER INTENTION IN GENATION Z

ABSTRACT

The modern era full of dynamics and competition forces the world of work to face great challenges in retaining the best talent, especially from generation Z. High competition and job demands often trigger various pressures that have a direct impact on employee welfare. This study focuses on generation Z who have entered the world of work and aims to analyze the influence of workload, work stress, and work environment on turnover intention in generation Z. The sample in this study is based on primary data collected by 100 respondents in Generation Z who are already working. The sampling method in this study uses the purposive sampling technique. In this study, the study conducted tests with several test stages, namely validity test, reliability test, normality test, multicollinearity test, heteroscedastastic test, T test and F test. By data using SPSS tools. Based on the results of the research conducted, it can be concluded that workload, work stress and work environment partially affect turnover intention. Workload, work stress and work environment simultaneously affect turnover intention. Work stress is the most dominant variable affecting turnover intention.

Keywords: workload, work stress, work environment, turnover intention

(xv + 96 + appendix)

Bibliography (2019 – 2025)