



**THE INFLUENCE OF CAREER DEVELOPMENT,
COMPENSATION, AND WORK
ENVIRONMENT ON TURNOVER INTENTION
OF GEN Z EMPLOYEES
(A CASE STUDY IN JAKARTA)**

By

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**A Thesis submitted to the
School of Business, President University
in partial fulfillment of the requirements for
the Degree in Management Science**

January 2023

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Cikarang, Indonesia, 20th January 2023



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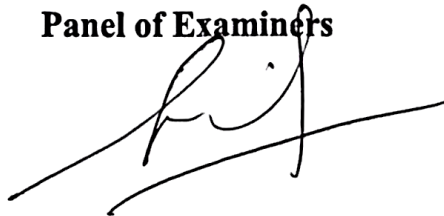
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ABSTRACT

When Gen Z began to enter the workplace, many companies started to experience an increase in turnover rate. This is become an issue because recruiting new talent requires a lot of efforts. This study aims to examine the influence of career development, compensation, and work environment on turnover intentions of Gen Z Employees. The researcher employed quantitative research by using the multiple linear regression analysis method. The sample used in this study were Gen Z who currently work in Jakarta, totaling 160 respondents. Data were collected through questionnaires and then analyzed using the SPSS program. The results of this study indicate that (1) career development has a negative influence on turnover intention; (2) Compensation has a negative influence on turnover intention; (3) Work environment has a negative influence on Turnover Intention; (4) Career development, compensation and work environment have a simultaneous influence on the turnover intention. Thus, this study recommends companies to ensure that they provide good career development, compensation, and a work environment to reduce Gen Z's intention to leave the company.

Keywords: Gen Z, Career development, compensation, work environment, turnover intention