



**TURNOVER INTENTION AMONG GEN Z  
EMPLOYEES IN JABODETABEK**

**UNDERGRADUATE THESIS**

**Submitted as one of the requirements to obtain  
Sarjana Manajemen**

**By:**

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**FACULTY OF BUSINESS  
MANAGEMENT STUDY PROGRAM  
CIKARANG**

**FEBRUARY, 2023**

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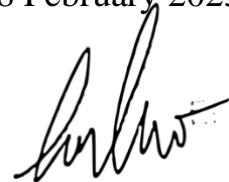
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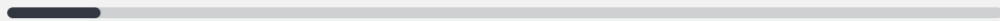
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## ABSTRACT

With the Covid-19 pandemic, dramatic alteration has been made to workforce's affective, cognitive, and behavioral processes. In light of emerging trends such as *the great resignation* and *the quiet quitting*, is it critical to identify the shifting employee behavior towards work, especially on what factors contribute decreasing the turnover intention among the prominent workforce, gen Z. The study focuses on Gen Z employees' turnover intention in Jabodetabek, as it is the most strategic location for measuring employee behavior., in terms of workforce concentration (24% of total Indonesian workforce). A total of 140 data were collected through a survey in the form of Likert Scale and quantitative methodology was used in this study in the form of questionnaire and analyzed using statistical software (SPSS). The results present that each of the following variables: organizational commitment, organizational justice, career development and work environment has a significant negative impact on Gen Z employees' turnover intention in Jabodetabek. Moreover, these variables have significant influence on Gen Z employees' turnover intention simultaneously. The findings imply that when provided with the suitable work environment, career development opportunities to enhance their career, a setting which enforce high organizational commitment as well as maintaining organizational justice, the Gen Z employees are more likely to stay in the work place and have lower turnover intention.

***Keywords: Turnover Intention, Organizational Commitment, Organizational Justice, Career Development, Work Environment***



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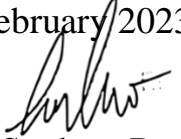
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Sonhwa Ryu

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