

## **ABSTRACT**

### ***The Effect of Work-Life Balance, Compensation, and Work Stress on Turnover Intention (Case Study on Generation Z Employees at Coffee Shop in South Tangerang City)***

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*This study aims to analyze the effect of work-life balance, compensation, and work stress on turnover intention among Generation Z employees in coffee shops in South Tangerang City. Turnover intention refers to employees' intention to leave their job, which can negatively impact the continuity and performance of the company. This research uses a quantitative approach with a survey method involving 180 Generation Z employees working in various coffee shops in South Tangerang City. Data were collected through questionnaires measured using a Likert scale, and then analyzed using multiple linear regression tests. The results show that work-life balance has a significant effect on turnover intention, while compensation does not show a significant effect on turnover intention. On the other hand, work stress also significantly affects turnover intention, where employees who experience high levels of stress are more likely to intend to quit their job.*

***Keywords: Work-Life Balance, Compensation, Work Stress, Turnover Intention, Generation Z, Coffee Shop***