

ABSTRACT

THE INFLUENCE OF WORK STRESS AND JOB INSECURITY ON TURNOVER INTENTION THROUGH JOB SATISFACTION AS AN INTERVENING VARIABLE AMONG GENERATION Z EMPLOYEES IN STARTUP COMPANIES IN DKI JAKARTA

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This study aims to analyze the effect of work stress and job insecurity on turnover intention with job satisfaction as a mediating variable among Generation Z employees at startup companies located in DKI Jakarta. The research method employed is a quantitative approach with the research object being Generation Z employees working at startup companies in DKI Jakarta. In this study, the population is unknown, and the researcher determined the sample size as 160 respondents. Data were collected through a questionnaire distributed via Google Forms, and data analysis was performed using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS) with SmartPLS version 4.0 software. The findings of this study indicate that work stress has a positive and significant effect on job satisfaction, while job insecurity has no significant effect on job satisfaction. Work stress also has a positive and significant effect on turnover intention, as does job insecurity. Furthermore, job satisfaction has a positive and significant effect on turnover intention. However, work stress has no significant effect on turnover intention through job satisfaction, and job insecurity also has no significant effect on turnover intention through job satisfaction.

Keyword: *Work Stress, Job Insecurity, Job Satisfaction, Turnover Intention, Generation Z, Startup*