

## ABSTRACT

*This study aims to analyze the influence of career development variables, salary satisfaction, and workload on Turnover Intention in generation Z in the banking industry in Jakarta City. The population of this study was all generation Z employees aged 19 to 27 years who worked in both private and state-owned banks with the criteria of having worked for at least one year in the banking industry in Jakarta City. The primary data used in this study were obtained from distributing questionnaires through online methods to generation Z employees in the banking industry using Google Form. The sampling technique used in this study was non-probability sampling. The data analysis technique used multiple linear regression analysis. Based on the results of the regression analysis, the three independent variables, namely career development, salary satisfaction, and workload, have a sig. value of less than 0.05 and  $t_{table} < t_{count}$ . This means that career development, salary satisfaction, and workload have a significant effect on Turnover Intention. The results showed that Generation Z who work in West Jakarta Banking dominate the Teller & Customer Service position, this position is the lowest position in the banking world. With this position, respondents experience a desire to develop a career with a higher salary and an easier workload.*

**Keywords : Career Development, Salary Satisfaction, Workload, Turnover Intention, Generation**