

## **ABSTRACT**

### ***The Influence of Job Embeddedness and Work Stress on Turnover Intention of Gen Z Employees with Job Satisfaction as a Mediating Variable (Study at PT. JKL Bogor)***

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*This study aims to examine the influence of job embeddedness and work stress on turnover intention, with job satisfaction as a mediating variable, specifically among Generation Z employees working in the retail sector. Generation Z is known for its unique characteristics, such as high career mobility, a preference for flexibility, and a tendency to leave jobs quickly when dissatisfied. The retail industry, which frequently recruits young workers including Gen Z, faces significant challenges in retaining this dynamic group of employees. A quantitative approach was used in this study by distributing questionnaires to permanent Gen Z employees in a retail company. The sample size was determined using Slovin's formula, and data were analyzed using Structural Equation Modeling (SEM) with the Partial Least Squares (PLS) technique. The results of this study indicate that out of the seven hypothesis testing paths, six show significant effects. Job embeddedness does not have a direct significant effect on turnover intention ( $p = 0.431$ ), but it has an indirect effect through job satisfaction ( $p = 0.017$ ). Work stress has a direct and significant positive influence on turnover intention ( $p = 0.000$ ) and also an indirect effect through job satisfaction ( $p = 0.042$ ). Moreover, job embeddedness significantly and positively affects job satisfaction ( $p = 0.000$ ), while work stress significantly and negatively affects job satisfaction ( $p = 0.000$ ). Job satisfaction also has a significant negative effect on turnover intention ( $p = 0.017$ ), indicating that the higher the employee's job satisfaction, the lower their intention to leave the organization.*

**Keywords:** *Job Embeddedness, Work Stress, Job Satisfaction, Turnover Intention, Generation Z.*