

ABSTRACT

THE INFLUENCE OF WORK STRESS AND JOB INSECURITY ON TURNOVER INTENTION WITH JOB SATISFACTION AS AN INTERVENING VARIABLE AMONG GENERATION Z EMPLOYEES IN BOGOR REGENCY

Tiara Yuristina Yusup¹⁾, Dr. Edi Purwanto, S.E., M.M., M.Mis., M.M.T., M.H. ²⁾

¹⁾ *Student Of Management Study Program, Pembangunan Jaya University*

²⁾ *Lecture Of Management Study Program, Pembangunan Jaya University*

In the era of globalization, the world of work has undergone significant transformations, especially for Generation Z employees who have grown up in the era of technology and information. Generation Z, which dominates Indonesia's productive population, brings different characteristics and work expectations compared to previous generations. This research aims to analyze the influence of work stress and job insecurity on turnover intention with job satisfaction as an intervening variable among Generation Z employees in Bogor Regency. The method used is a quantitative approach with the research object being Generation Z employees working in the tourism industry in Bogor Regency. In this study, the population is unknown, and the researcher has drawn a sample size of 136 samples. The data was collected through a questionnaire using Google Form, and the data analysis technique in this study is structural equation modeling (SEM) based on partial least square (PLS) using SmartPLS version 4.0 software. The results of this study indicate that work stress has a positive and significant effect on job satisfaction, job insecurity does not affect job satisfaction, job satisfaction does not affect turnover intention, work stress has a positive and significant effect on turnover intention, job insecurity has a positive and significant effect on turnover intention, work stress does not affect turnover intention through job satisfaction, and job insecurity does not affect turnover intention through job satisfaction.

Keywords: *Generation Z Employees, Job Stress, Job insecurity, Turnover intention, Job Satisfaction*