

## **ABSTRACT**

THE INFLUENCE OF WORK ENVIRONMENT AND WORK STRESS ON GENERATION Z'S TURNOVER INTENTION AT E-COMMERCE STARTUP COMPANIES IN JAKARTA.

Julia Lestari <sup>1)</sup>, Teguh Prasetyo, S.E., M.Si. <sup>2)</sup>

<sup>1)</sup>Student of Management Department, Pembangunan Jaya University

<sup>2)</sup>Lecturer of Management Department, Pembangunan Jaya University

*This study aims to analyze the influence of work environment and work stress on turnover intention of Generation Z employees in e-commerce startup companies in Jakarta. Data collection was conducted through an online questionnaire filled out by 110 respondents. The results of the study showed that the work environment did not have a significant effect on turnover intention. On the contrary, work stress was proven to have a significant effect on turnover intention. This finding suggests that employees who experience high work stress tend to have a greater intention to change jobs. Based on these results, companies are advised to focus on work stress management to reduce employee turnover intention levels. Further suggestions are also provided for future research, namely considering other variables that may have an effect and expanding the research object to other generations.*

**Keywords:** Work Environment, Work Stress, Turnover Intention, Generation Z, E-Commerce Startup.