

## **ABSTRACT**

### ***The Influence of Workload and Work Environment on Employee Loyalty (On Generation Z Employees of Information and Communication Technology Companies in DKI Jakarta Region)***

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*The information and communication sector has now grown rapidly along with technological advances. In recent years, the Information and Communication sector has become one of the largest sectors contributing to national GDP. DKI Jakarta has the highest Information and Communication Technology Development index in Indonesia compared to other provinces. With the dynamic times and Generation Z entering the workforce, companies need to manage human resources and pay attention to the loyalty of Generation Z employees. Employee loyalty can be traced through two factors, namely workload and work environment. Both factors are thought to have a role in influencing the level of loyalty of Generation Z employees in Information and Communication Technology companies. So, this study aims to examine the influence of Workload and Work Environment, and Loyalty of Generation Z Employees in Information and Communication Technology Companies in the DKI Jakarta area. This research uses quantitative methods with data collection techniques through questionnaires with 120 respondents. Data analysis using Multiple Linear Regression Analysis and T-test was carried out with the SPSS application. The results showed that workload has an insignificant negative influence on employee loyalty. Conversely, the work environment has a significant positive influence on employee loyalty.*

**Keywords:** *Workload, Work Environment, and Employee Loyalty*

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