

## ABSTRACT

*Human resources are an important asset in the company's business activities. Human resources are grouped into several generations according to their age. Generation Z who was born in 1997-2010 dominates the number of generations in Indonesia with a figure of 27.94% or around 75.49 million people out of a total of 270 million people in Indonesia. Gen Z is a new generation that enters the world of work and is very technology and internet literate because it was born in an era where technology is developing very rapidly. At work, many things affect employee performance, including the non-physical work environment and work stress.*

*By providing facts about the non-physical work environment and work stress, this verification research is expected to be able to influence the non-physical work environment and work stress on Gen Z's work performance using a valid and reliable online questionnaire survey. with 150 respondents selected by purposive sampling. The target population is Gen Z who works in the technology sector in DKI Jakarta, then it will be analyzed using the Structural Equation Modeling (SEM) method with SmartPLS Tools.*

*The expected result of this research is the fact that non-physical work environment and work stress have an effect on employee performance. Then this research can be used as a reference for evaluating preparations for creating a good work environment from the company to welcoming more Gen Z in the work place and also reducing work stress levels to improve the job performance of Gen Z employees in Indonesia.*

*Keywords: Non-Physical Work Environment, Job Stress, Employee Performance, Structural Equation Modeling (SEM)*