

ABSTRACT

This research examines how financial and non-financial rewards impact turnover intention, with job burnout serving as a mediating variable. The investigation focuses on millennial and Gen Z workforce members employed in Indonesia. This research employed a non-probability approach with purposive sampling, determining the minimum sample size through Hair's formula. The study gathered data from 224 participants and utilized quantitative methodology analyzed using Structural Equation Modeling - Partial Least Square (SEM-PLS). The study findings demonstrate that rewards and job burnout notably impact turnover intention, with job burnout acting as a significant mediating variable between rewards and turnover intention. While existing research has investigated the relationships between rewards, job burnout, and turnover intention, findings remain inconsistent across studies. Earlier work examined how job burnout affects turnover intention, specifically among Gen Z workers. This research extends previous studies by incorporating rewards as an additional variable and broadening the focus to include millennial employees, who currently represent the dominant segment of the workforce.

Keywords: *Job burnout, rewards, turnover intention*