

ABSTRACT

This study aims to analyze the effect of compensation and work-life balance on turnover intention among Generation Z employees in Indonesia. The background of this study is based on the phenomenon of high turnover intention among Generation Z, which has an impact on the sustainability of the company. This study focuses on the relationship between compensation, work-life balance and intention to quit work among productive young workers.

An in-depth literature review was conducted by referring to the theory of human resource management, organizational behavior, compensation and work-life balance. Previous studies have shown that compensation and work-life balance have a significant influence on turnover intention. This study also develops a conceptual framework based on these theories to explain the relationship between independent and dependent variables.

The research method used is a quantitative approach with a descriptive design. Data were collected through a survey using a questionnaire distributed to 384 respondents who were Generation Z workers. The variables in this study include compensation, work-life balance and turnover intention. Data analysis was carried out using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) technique to test the relationship between variables.

The results of the study indicate that the relationship between compensation variables has a positive and significant effect on Turnover Intention and Work-life balance variables has a positive and significant effect on Turnover Intention.

In conclusion, companies need to pay attention to compensation, work-life balance and other factors as a strategy to identify the influence of turnover intention among Generation Z. This study provides practical and theoretical contributions in understanding the factors that influence turnover intention. Recommendations for further research are to expand the scope of respondents and explore the factors that cause turnover intention.

Keywords: *Compensation, Work-life Balance, Turnover Intention*