

ABSTRACT

This study aims to examine the influence of non-physical work environment and compensation on turnover intention among Generation Z employees in Indonesia. The rising tendency of job switching among Gen Z has become a critical concern for companies in maintaining human resource stability. This research focuses on how social aspects within the workplace, as well as the compensation system provided, can influence employees' decisions to stay or leave their jobs.

A quantitative approach was employed using a survey method, with data collected through questionnaires distributed to respondents who belong to Generation Z and are currently employed. The data were analyzed using descriptive statistics and multiple linear regression to assess the relationship between the independent and dependent variables.

The findings indicate that both non-physical work environment and compensation have a positive influence on turnover intention. Supportive communication, healthy interpersonal relationships, and a fair and adequate compensation system play a significant role in reducing employees' intention to resign. Therefore, it is recommended that companies strengthen these aspects to improve employee retention, particularly among Generation Z workers.

Keywords:

Non-Physical Work Environment, Compensation, Turnover Intention, Generation Z, Employees