

## **ABSTRACT**

Yosef Budiman (01628190019)

### **THE INFLUENCE OF JOB STRESS, JOB SATISFACTION & ORGANIZATIONAL COMMITMENT TOWARDS TURNOVER INTENTION FOR MILLENNIALS AND GENERATION Z EMPLOYEES IN INTERNET COMPANIES IN INDONESIA**

This research is performed to identify whether there is a significant influence of job stress which can be high among millennials and generation Z population, alongside job satisfaction and organizational commitment towards turnover intention within internet companies in Indonesia. Internet companies that becomes the igniter of the growing digital economy of Indonesia has experienced exponential growth over the recent years, has managed to become the industry of choice of many younger generations including those who are entering the workforce. Nevertheless, the industry faced challenges in terms of managing its people, with the main example of soaring high turnover rate that is about doubled the all industry average scores. This problem is of course, a complex one, and not only costly for the organization (in terms of replacing the people that left), but also can harm organization's overall performance.

This research use data collection using an online questionnaire as the format, which was shared among 103 respondents across job function, gender, tenure within the organization and marital status. The respondents are all working for internet companies based in Indonesia, and below 40 years old of age (to be considered millennials and generation Z categories). Data analysis is performed using Partial Least Square - Structural Equation Modelling (PLS-SEM) that is facilitated through SmartPLS software application. Based on the hypothesis testing that the author performed, the research conclude that there is significant influence between job stress towards organizational commitment and job satisfaction (which can be problematic for the organization). In addition, organizational commitment has significant influence towards turnover intention of these group of employees.

References: 101 (1984-2021)

*Keywords: Turnover Intention, Job Stress, Organizational Commitment, Job Satisfaction*