

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *workplace wellbeing* dengan *turnover intention* pada karyawan Generasi Z. Penelitian menggunakan pendekatan kuantitatif dengan metode korelasional terhadap 210 karyawan Generasi Z berusia 18–29 tahun yang dipilih menggunakan teknik purposive sampling. Pengumpulan data dilakukan menggunakan skala *Workplace Wellbeing* berdasarkan Bartels (2019) dan skala *Turnover Intention* berdasarkan Mobley (1982), kemudian dianalisis menggunakan uji korelasi Spearman dengan bantuan SPSS. Hasil penelitian menunjukkan terdapat hubungan negatif yang sangat signifikan antara *workplace wellbeing* dengan *turnover intention* ($r = -0,869$; $p < 0,001$), yang berarti semakin tinggi *workplace wellbeing* maka semakin rendah *turnover intention* pada karyawan Generasi Z, begitu pula sebaliknya. Selain itu, *workplace wellbeing* memberikan sumbangan efektif sebesar 77,8% terhadap *turnover intention*, sedangkan 22,2% dipengaruhi oleh faktor lain di luar penelitian. Dengan demikian, hipotesis penelitian diterima dan *workplace wellbeing* memiliki peran penting dalam menurunkan *turnover intention* pada karyawan Generasi Z.

Kata Kunci: *workplace wellbeing*, *turnover intention*, karyawan Generasi Z.

ABSTRACT

This study aimed to examine the relationship between workplace wellbeing and turnover intention among Generation Z employees. The study employed a quantitative approach with a correlational research design involving 210 Generation Z employees aged 18–29 years, selected using a purposive sampling technique. Data were collected using the Workplace Wellbeing Scale based on Bartels (2019) and the Turnover Intention Scale based on Mobley (1982). The data were analyzed using the Spearman correlation test with the assistance of Statistical Product and Service Solutions (SPSS). The results revealed a highly significant negative relationship between workplace wellbeing and turnover intention ($r = -0.869$; $p < 0.001$), indicating that higher levels of workplace wellbeing were associated with lower levels of turnover intention among Generation Z employees, and vice versa. Furthermore, workplace wellbeing contributed effectively by 77.8% to turnover intention, while the remaining 22.2% was influenced by other factors not examined in this study. Therefore, the research hypothesis was accepted, indicating that workplace wellbeing plays an important role in reducing turnover intention among Generation Z employees.

Keywords: *workplace wellbeing, turnover intention, Generation Z employees.*