

***The Influence of Quality of Work Life, Employee Engagement, and Work Safety on Turnover Intention among Generation Z Employees in Depok City***

***By Nurbaiti Ayu Agustin***

***Abstract***

*This research is a quantitative study which aims to determine the influence of quality of work life, employee engagement, and work safety on turnover intention among Generation Z employees in Depok City. The research used 100 respondents and data was collected by distributing questionnaires using Google Form. The analysis technique uses descriptive analysis techniques and inferential analysis consisting of validity tests, reliability tests, coefficient of determination tests, and hypothesis tests via SmartPLS 4.0. Hypothesis testing obtained results (1) Quality of Work Life has a positive and significant effect on turnover intention among Generation Z Employees in Depok City. (2) Employee engagement has no significant effect on turnover intention among Generation Z employees in Depok City. (3) work safety has a positive and significant effect on employee performance, turnover intention among Generation Z employees in the city of Depok. (4) Simultaneously quality of work life, employee engagement, and work safety are positive and significant on turnover intention among Generation Z employees in Depok City*

***Keywords:*** *turnover intention, quality of work life, employee engagement, work safety*

**Pengaruh Kualitas Kehidupan Kerja, *Employee Engagement*, dan  
Keselamatan Kerja Terhadap *Turnover Intention* Pada  
Karyawan Generasi Z Di Kota Depok**

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**Abstrak**

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh antara kualitas kehidupan kerja, *employee engagement*, dan keselamatankerja terhadap *turnover intention* pada karyawan Generasi Z di Kota Depok. Penelitian menggunakan 100 responden dan data dikumpulkan dengan cara menyebarkan kuesioner, menggunakan *google form*. Teknik analisis menggunakan teknik analisis deskriptif dan analisis inferensial yang terdiri dari uji validitas, uji reliabilitas, uji koefisien determinasi, serta uji hipotesis melalui *SmartPLS 4.0*. Pengujian hipotesis memperoleh hasil (1) Kualitas Kehidupan Kerja berpengaruh positif dan signifikan terhadap *turnover intention* Pada Karyawan Generasi Z di Kota Depok. (2) *Employee engagement* tidak berpengaruh signifikan terhadap *turnover intention* pada karyawan Generasi Z di Kota Depok. (3) keselamatan kerja berpengaruh positif dan signifikan terhadap *turnover intention* pada karyawan Generasi Z di kota Depok. (4) Secara simultan kualitas kehidupan kerja, *employee engagement*, dan keselamatan kerja positif dan signifikan terhadap *turnover intention* pada karyawan Generasi Z di Kota Depok.

**Kata Kunci :** *turnover intention*, kualitas kehidupan kerja, *employee engagement*, keselamatan kerja