

**THE EFFECT OF CYBERLOAFING, WORK STRESS AND
ORGANIZATIONAL COMMITMENT ON TURNOVER INTENTION
WITH JOB SATISFACTION AS A MODERATING VARIABLE ON GEN
Z EMPLOYEES IN SOUTH JAKARTA**

By Daffa Harits Suwandi

Abstract

This study aims to analyze the influence of cyberloafing, work stress, and organizational commitment on turnover intention, with job satisfaction as a moderating variable on gen z employees in South Jakarta. A survey method was employed, distributing questionnaires to a number of employees selected through purposive sampling. The collected data was then analysed using Structural Equation Modeling Partial Least Square (SEM PLS) method. The research findings indicate that: (1) cyberloafing has a significant influence on turnover intention; (2) work stress has a significant influence on turnover intention; (3) organizational commitment has a significant influence on turnover intention; (4) job satisfaction does not moderate the relationship between cyberloafing and turnover intention; (5) job satisfaction does not moderate the relationship between work stress and turnover intention; (6) job satisfaction moderates the relationship between work stress and turnover intention.

Keywords: *cyberloafing, job satisfaction, organizational commitment, turnover intention and work stress*

PENGARUH CYBERLOAFING, STRES KERJA DAN KOMITMEN ORGANISASI TERHADAP TURNOVER INTENTION DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MODERASI PADA KARYAWAN GEN Z DI JAKARTA SELATAN

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *cyberloafing*, stres kerja, dan komitmen organisasi terhadap *turnover intention* dengan kepuasan kerja sebagai variabel moderasi pada karyawan gen z di Jakarta Selatan. Metode survei digunakan dengan menyebarkan kuesioner kepada sejumlah karyawan yang dipilih berdasarkan purposive sampling. Data yang diperoleh kemudian dianalisis menggunakan metode *Structural Equation Modeling Partial Least Square* (SEM PLS). Hasil penelitian menunjukkan bahwa : (1) *cyberloafing* memiliki pengaruh yang signifikan terhadap *turnover intention* ; (2) stres kerja memiliki pengaruh yang signifikan terhadap *turnover intention*; (3) komitmen organisasi memiliki pengaruh yang signifikan terhadap *turnover intention*; (4) kepuasan kerja tidak memoderasi hubungan antara *cyberloafing* dan *turnover intention*; (5) kepuasan kerja tidak memoderasi hubungan antara stres kerja dan *turnover intention*; (6) kepuasan kerja memoderasi hubungan antara stres kerja dan *turnover intention*.

Kata Kunci: *cyberloafing*, kepuasan kerja, komitmen organisasi, stres kerja, dan *turnover intention*