

ABSTRACT

Intention to stay among Generation Z employees in the construction sector has emerged as a critical issue, primarily driven by their strong desire for personal development, which encourages them to continuously seek better employment opportunities and consider leaving their current organizations. This study aims to examine the influence of human resource management practices including recruitment and selection, training and development, career development, reward and recognition, and performance appraisal on employees' intention to stay. This quantitative research involved 140 Generation Z employees working in the construction sector within the Special Capital Region of Jakarta. Data analysis was conducted using Structural Equation Modeling (SEM) with the SmartPLS 4 software. The findings reveal that recruitment and selection, career development, reward and recognition, and performance appraisal have a statistically significant positive influence on intention to stay, thereby supporting hypotheses 1, 3, 4, and 5. Meanwhile, hypothesis 2 concerning training and development is not supported.

Keywords : *human resource management practice, intention to stay, generation z*