

**PENGARUH *JOB INSECURITY* *WORK OVERLOAD* DAN *WORK LIFE BALANCE* TERHADAP *TURNOVER INTENTION* (STUDI EMPIRIS PADA KARYAWAN BANK PERKREDITAN RAKYAT DI KOTA YOGYAKARTA)**

**Erlin Indriani**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh *job insecurity work overload* dan *work life balance* terhadap *turnover intention*. Sampel dalam penelitian ini adalah karyawan wanita yang bekerja di Bank Perkreditan Rakyat di Kota Yogyakarta dengan jumlah sampel sebanyak 110. Teknik pengambilan sampel menggunakan *purposive sampling*, dimana penentuan sampel berdasarkan pertimbangan dan karakteristik tertentu. Pengumpulan data dilakukan dengan kuesioner pada skala *likert* 5 poin, dan diuji menggunakan validitas dan reliabilitas. Teknik analisis yang digunakan adalah regresi linier berganda dengan IBM SPSS versi 26. Hasil penelitian menunjukkan bahwa *job insecurity* berpengaruh positif dan signifikan terhadap *turnover intention*, *work overload* berpengaruh positif dan signifikan terhadap *turnover intention*, dan *work life balance* berpengaruh negatif dan signifikan terhadap *turnover intention*.

**Kata Kunci:** *Job Insecurity, Work Overload, Work Life Balance, Turnover Intention*

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***THE INFLUENCE OF JOB INSECURITY WORK OVERLOAD AND WORK LIFE BALANCE ON TURNOVER INTENTION (EMPIRICAL STUDY ON EMPLOYEES OF BANK PERKREDITAN RAKYAT IN YOGYAKARTA CITY)***

***Erlin Indriani***

***Abstract***

*This study aimed to determine the effect of job insecurity work overload and work life balance on turnover intention. The sample in this study were female employees who worked at Bank Perkreditan Rakyat in the city of Yogyakarta with a total sample of 110. The sampling technique used was purposive sampling, where sampling was based on certain considerations and characteristics. Data collection was carried out using a questionnaire on a 5point Likert scale, and was tested using validity and reliability. The analysis technique used is multiple linear regression with IBM SPSS version 26. The results show that job insecurity has a positive and significant effect on turnover intention, work overload has a positive and significant effect on turnover intention, and work life balance has a negative and significant effect on turnover intention*

***Keywords:*** *Job Insecurity, Work Overload, Work Life Balance, Turnover Intention*