


**PENGARUH *WORK LIFE BALANCE* TERHADAP *TURNOVER INTENTION* DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING PADA KARYAWAN BANK MUAMALAT KANTOR CABANG UTAMA KOTA YOGYAKARTA**

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**Abstrak**

Penelitian ini bertujuan menganalisis pengaruh *work life balance* terhadap *turnover intention* dengan kepuasan kerja sebagai intervening Bank Muamalat Kantor Cabang Utama Kota Yogyakarta. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik sampling jenuh dengan jumlah responden sebanyak 55 orang. Data primer dalam penelitian ini dikumpulkan menggunakan metode kuesioner melalui *hardcopy* yang telah diuji validitas dan reliabilitasnya. Analisis data dalam penelitian ini menggunakan uji analisis deskriptif, uji instrumen yang meliputi uji validitas dan uji reliabilitas, uji asumsi klasik yang meliputi uji normalitas, linearitas, dan heteroskedastisitas, uji hipotesis yang meliputi uji t, koefisien determinasi dan analisis jalur menggunakan spss 29.0. Hasil penelitian menunjukkan *work life balance* berpengaruh negatif terhadap *turnover intention*, *work life balance* berpengaruh positif terhadap kepuasan kerja, kepuasan kerja berpengaruh negatif terhadap *turnover intention*, kepuasan kerja tidak dapat memediasi secara parsial *work life balance* terhadap *turnover intention*.

**Kata Kunci:** *Work Life Balance, Kepuasan Kerja, Turnover Intention*

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***THE INFLUENCE OF WORK LIFE BALANCE ON TURNOVER INTENTION WITH JOB SATISFACTION AS INTERVENING VARIABLE AMONG EMPLOYES OF BANK MUAMALAT MAIN BRANCH OFFICE OF YOGYAKARTA CITY***

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***Abstract***

*This study aims to analyze the effect of work-life balance on turnover intention with job satisfaction as an intervening of Bank Muamalat Main Branch Office of Yogyakarta City. The sampling technique in this study used a saturated sampling technique with a total of 55 respondents. Primary data in this study were collected by using a questionnaire method through hardcopies that have been tested for validity and reliability. Data analysis in this study used a descriptive analysis test, an instrument test that included a validity test and a reliability test, a classical assumption test that included a normality, linearity, and heteroscedasticity test, a hypothesis test that included a t-test, a coefficient of determination, and a path analysis using spss 29.0. The results show that work life balance has a negative effect on turnover intention, but work life balance has a positive effect on job satisfaction. Whereas, job satisfaction has a negative effect on turnover intention, satisfaction. Job satisfaction cannot partially mediate work-life balance against turnover intention.*

***Keywords:*** *Work life balance, Job Satisfaction, Turnover Intention*