

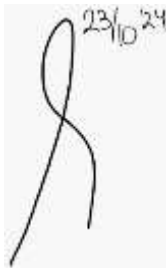
**PENGARUH *WORK-LIFE BALANCE*, *EMPLOYEE ENGAGEMENT*,
DAN *ORGANIZATIONAL COMMITMENT* TERHADAP
TURNOVER INTENTION PADA KARYAWAN GENERASI Z DI
YOGYAKARTA**

Rochmalia Nurfaiza

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *work life balance*, *employee engagement*, dan *organizational commitment* terhadap *turnover intention* karyawan generasi Z di Yogyakarta. Populasi dalam penelitian ini yaitu karyawan generasi Z di Yogyakarta dengan sampel sebanyak 97 responden, yang diperoleh melalui metode *non probability sampling* dengan teknik *purposive sampling*. Teknik pengumpulan data menggunakan kuesioner dan dianalisis menggunakan *Structural Equation Model-Partial Least Square* (SEM-PLS) dengan aplikasi SmartPLS yang dilakukan dengan dua tahap, yaitu uji *outer model* untuk membuktikan validitas dan reliabilitas kemudian uji *inner model* untuk membuktikan pengaruh antar variabel. Hasil analisis menunjukkan bahwa *work life balance* dan *employee engagement* berpengaruh positif dan tidak signifikan terhadap *turnover intention* karyawan generasi Z di Yogyakarta. *Organizational commitment* berpengaruh negatif dan signifikan terhadap *turnover intention* karyawan generasi Z di Yogyakarta. *Work life balance*, *employee engagement* dan *organizational commitment* berpengaruh secara simultan terhadap *turnover intention* karyawan generasi Z di Yogyakarta.

Kata Kunci: *Work Life Balance*, *Employee Engagement*, *Organizational Commitment*, *Turnover Intention*, *Generasi Z*



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**THE INFLUENCE OF WORK-LIFE BALANCE,
EMPLOYEE ENGAGEMENT, AND ORGANIZATIONAL COMMITMENT
ON TURNOVER INTENTION IN GENERATION Z EMPLOYEES IN
YOGYAKARTA**

Rochmalia Nurfaiza

Abstract

This study aims to analyze the impact of work-life balance, employee engagement, and organizational commitment on the turnover intentions of Generation Z employees in Yogyakarta. The population for this research consists of Generation Z employees in Yogyakarta, with a sample size of 97 respondents selected through a non-probability sampling method utilizing purposive sampling techniques. Data collection was conducted via a questionnaire, and the analysis was performed using the Structural Equation Model-Partial Least Square (SEM-PLS) approach with the SmartPLS application. The analysis was executed in two stages: the first stage involved testing the outer model to establish validity and reliability, while the second stage focused on testing the inner model to assess the relationships between variables. The findings indicate that work-life balance and employee engagement exert a positive but statistically insignificant effect on the turnover intentions of Generation Z employees in Yogyakarta. Conversely, organizational commitment demonstrates a negative and statistically significant effect on the turnover intentions of this demographic. Furthermore, work-life balance, employee engagement, and organizational commitment collectively influence the turnover intentions of Generation Z employees in Yogyakarta.

Keywords: *Work Life Balance, Employee Engagement, Organizational Commitment, Turnover Intention, Generation Z*