

PENGARUH WORK LIFE BALANCE TERHADAP TURNOVER INTENTION PADA KARYAWAN KEMITRAAN KANTOR SENTRAL PENGOLAHAN POS YOGYAKARTA

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ABSTRAK

Pengelolaan SDM dalam perusahaan menjadi prioritas untuk memaksimalkan potensi karyawan dan mengurangi perputaran karyawan. Kantor Sentral Pengolahan Pos Yogyakarta memiliki permasalahan tentang sumber daya manusianya. Perusahaan tersebut memiliki jadwal kerja yang tidak teratur, bekerja dengan target, tidak adanya cuti, dan sistem pengantaran paket yang harus diselesaikan di hari yang sama. Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh negatif work life balance terhadap turnover intention pada karyawan kemitraan pada Kantor Sentral Pengolahan Pos Yogyakarta. Penelitian ini menggunakan metode kuantitatif dengan metode analisis regresi linier sederhana. Subjek penelitian terdiri dari 45 karyawan kemitraan Kantor Sentral Pengolahan Pos Yogyakarta, dipilih secara acak menggunakan metode simple random sampling. Teknik pengumpulan data dilakukan dengan menggunakan skala model Likert yang dikembangkan berdasarkan teori Fisher (2009) untuk variabel work life balance dan teori Mobley (1978) untuk variabel turnover intention. Hasil penelitian menunjukkan adanya pengaruh negatif work life balance terhadap turnover intention pada karyawan kemitraan Kantor Sentral Pengolahan Pos Yogyakarta, dimana semakin rendah work life balance maka semakin tinggi turnover intention pada karyawan kemitraan. Dalam hal ini, aspek work life balance yang berpengaruh signifikan adalah work interference with personal life, personal life interference with work, work enhancement of personal life, dan personal life enhancement with work. Selain itu, hasil koefisien determinasi menunjukkan bahwa 23,1% variabel turnover intention dipengaruhi oleh variabel work life balance.

Kata Kunci: Kemitraan Kantor Sentral Pengolahan Pos Yogyakarta, Turnover Intention, Work Life Balance

THE INFLUENCE OF WORK-LIFE BALANCE ON TURNOVER INTENTION IN YOGYAKARTA POST PROCESSING CENTRAL OFFICE PARTNERSHIP EMPLOYEES

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ABSTRACT

HR management within the company is a priority to maximize employee potential and reduce employee turnover. The Yogyakarta Postal Processing Central Office has problems regarding its human resources. The company has an irregular work schedule, works with targets, has no leave, and has a package delivery system that must be completed on the same day. This research aims to determine whether work-life balance negatively influences turnover intention among partnership employees at the Yogyakarta Postal Processing Central Office. This research uses quantitative methods with simple linear regression analysis methods. The research subjects consisted of 45 Yogyakarta Postal Processing Central Office partnership employees, selected randomly using the simple random sampling method. The data collection technique used a Likert scale model, developed based on Fisher's (2009) theory for the work-life balance variable and Mobley's (1978) theory for the turnover intention variable. The research results show a negative influence of work-life balance on turnover intention among partnership employees at the Yogyakarta Postal Processing Central Office, where the lower the work-life balance, the higher the turnover intention among partnership employees. In this case, the aspects of work-life balance that significantly influence work interference with personal life, personal life interference with work, work enhancement of personal life, and personal life enhancement with work. Apart from that, the results of the coefficient of determination show that the work-life balance variable influences 23.1% of the turnover intention variable.

Keywords: Yogyakarta Postal Processing Central Office Partnership, Turnover Intention, Work-Life Balance