

**PENGARUH *WORK LIFE BALANCE*, STRES KERJA DAN BEBAN
KERJA TERHADAP *TURNOVER INTENTION* KARYAWAN GEN Z DI
KABUPATEN SLEMAN**

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Abstrak

Fenomena meningkatnya *turnover intention* di kalangan karyawan generasi Z menjadi tantangan baru bagi perusahaan, khususnya di Kabupaten Sleman yang didominasi tenaga kerja muda. Generasi Z dikenal memiliki ekspektasi tinggi terhadap keseimbangan kehidupan dan pekerjaan, serta rentan terhadap stres kerja dan beban kerja yang berlebih. Penelitian ini bertujuan untuk menganalisis pengaruh *work life balance*, stres kerja, dan beban kerja terhadap *turnover intention* pada karyawan Gen Z di Sleman, baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner. Populasi penelitian ini Gen Z yang bekerja di Kabupaten Sleman, dengan teknik *purposive sampling* sehingga diperoleh 108 responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linier berganda dengan bantuan program IBM SPSS *Statistic versi 22*. Hasil penelitian menunjukkan bahwa secara simultan, *work life balance*, stres kerja, dan beban kerja berpengaruh signifikan terhadap *turnover intention*. Secara parsial, *work life balance* memiliki pengaruh negatif tetapi tidak signifikan, sedangkan stres kerja dan beban kerja berpengaruh positif dan signifikan terhadap *turnover intention*. Temuan ini menegaskan pentingnya perusahaan untuk memperhatikan faktor-faktor psikososial dan beban kerja dalam upaya menekan niat pindah kerja pada karyawan Gen Z. Penelitian ini diharapkan dapat menjadi referensi bagi manajemen perusahaan dalam merumuskan kebijakan yang adaptif terhadap kebutuhan generasi muda di lingkungan kerja masa kini.

Kata Kunci: *Work Life Balance, Stres Kerja, Beban Kerja, Turnover Intention*

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***THE INFLUENCE OF WORK-LIFE BALANCE, WORK STRESS, AND
WORKLOAD ON THE TURNOVER INTENTION OF GEN Z EMPLOYEES
IN SLEMAN DISTRICT***

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Abstract

The phenomenon of increasing turnover intention among Generation Z employees presents a new challenge for companies, particularly in Sleman Regency, which is characterized by a predominantly young workforce. Generation Z is known to have high expectations for work-life balance, and is vulnerable to work stress and work overload. This study aims to analyze the effects of work-life balance, work stress, and workload on turnover intention among Gen Z employees in Sleman, examining both partial and simultaneous relationships. This research employed a quantitative approach, utilizing a survey method by distributing questionnaires. The population of this study consisted of Gen Z individuals working in Sleman Regency, and a purposive sampling technique was employed, resulting in 108 respondents. The data were collected through questionnaires and analyzed using multiple linear regression with the help of the IBM SPSS Statistics version 22 program. The results showed that simultaneously, work-life balance, work stress, and workload had a significant effect on turnover intention. Partially, work-life balance has a negative but insignificant effect, while work stress and workload have a positive and significant effect on turnover intention. These findings confirm the importance of companies paying attention to psychosocial factors and workload in an effort to reduce turnover intention among Gen Z employees. This research is expected to serve as a reference for company management in formulating adaptive policies toward the younger generation in recent work settings.

Keyword: *Work Life Balance, Work Stress, Workload, Turnover Intention*