

**PENGARUH *WORK – LIFE BALANCE* DAN STRES KERJA TERHADAP  
*TURNOVER INTENTION* DENGAN *EMPLOYEE ENGAGEMENT*  
SEBAGAI VARIABEL MEDIASI PADA KARYAWAN GENERASI Z DI  
INDUSTRI MANUFAKTUR KOTA PATI**

**Putri Vivin Ardianita**

**Abstrak**

Penelitian ini bertujuan untuk menganalisis Pengaruh *Work-Life Balance* dan Stres Kerja terhadap *Turnover Intention* dengan *Employee Engagement* sebagai variabel mediasi pada karyawan Generasi Z di industri manufaktur Kota Pati. Metode yang digunakan dalam pengambilan sampel adalah purposive sampling dengan jumlah sampel 154 responden. Pengumpulan data primer dilakukan dengan metode Kuesioner yang telah diuji validitas dan realibilitasnya. Analisis data dilakukan menggunakan regresi linier dan analisis jalur dengan bantuan SPSS 26. Hasil Penelitian ini menunjukkan bahwa (1) *Work-Life Balance* berpengaruh positif dan signifikan terhadap *Turnover intention* ( $t = 10,679$ ,  $sig. = 0,000$ ,  $\beta = 0,861$ ), (2) Stres kerja berpengaruh positif dan signifikan terhadap *Turnover intention* ( $t = 5,703$ ,  $sig. = 0,000$ ,  $\beta = 0,522$ ), (3) *Employee Engagement* berpengaruh negatif dan signifikan terhadap *Turnover Intention* ( $t = -4,101$ ,  $sig. = 0,000$ ,  $\beta = -0,290$ ), (4) Stres Kerja berpengaruh positif dan signifikan terhadap *Employee Engagement* ( $t = 6,757$ ,  $sig. = 0,000$ ,  $\beta = 0,623$ ), (5) *Work-Life Balance* tidak berpengaruh signifikan terhadap *Employee Engagement* ( $t = 1,258$ ,  $sig. = 0,210$ ,  $\beta = 0,116$ ). Hasil analisis jalur menunjukkan bahwa *Employee Engagement* tidak mampu memediasi hubungan antara *Work-Life Balance* terhadap *Turnover Intention*, namun mampu memediasi secara signifikan hubungan antara Stres Kerja terhadap *Turnover Intention*.

**Kata Kunci:** *Work-Life Balance*, *Stres Kerja*, *Turnover Intention*, *Employee Engagement*



**THE EFFECT OF WORK-LIFE BALANCE AND WORK STRESS ON  
TURNOVER INTENTION WITH EMPLOYEE ENGAGEMENT AS A  
MEDIATING VARIABLE ON GENERATION Z EMPLOYEES IN THE  
MANUFACTURING INDUSTRY OF PATI CITY**

**Putri Vivin Ardianita**

**Abstract**

*This study aims to analyze the Influence of Work-Life Balance and Job Stress on Turnover Intention, with Employee Engagement as a mediating variable, among Generation Z employees in the manufacturing industry in Pati City. The sampling method used was purposive sampling, with a sample size of 154 respondents. Primary data collection was carried out using a questionnaire method that had been tested for validity and reliability. Data analysis was conducted using linear regression and path analysis with the aid of SPSS 26. The results of this study indicate that (1) Work-Life Balance has a positive and significant effect on turnover intention ( $t = 10.679$ ,  $sig. = 0.000$ ,  $\beta = 0.861$ ), (2) work stress has a positive and significant effect on turnover intention ( $t = 5.703$ ,  $sig. = 0.000$ ,  $\beta = 0.522$ ), (3) employee engagement has a negative and significant effect on turnover intention ( $t = -4.101$ ,  $sig. = 0.000$ ,  $\beta = -0.290$ ), (4) work stress has a positive and significant effect on employee engagement ( $t = 6.757$ ,  $sig. = 0.000$ ,  $\beta = 0.623$ ), and (5) work-life balance does not have a significant effect on employee engagement ( $t = 1.258$ ,  $sig. = 0.210$ ,  $\beta = 0.116$ ). The results of the path analysis indicate that Employee Engagement is unable to mediate the relationship between Work-Life Balance and Turnover Intention, but it can mediate the relationship between Work Stress and Turnover Intention significantly.*

**Keywords:** *Work-Life Balance, Work Stress, Turnover Intention, Employee Engagement*