

**PENGARUH PERENCANAAN KARIR DAN *WORK-LIFE BALANCE*  
TERHADAP *TURNOVER INTENTION* DENGAN KEPUASAN KERJA  
SEBAGAI VARIABEL *INTERVENING* PADA KARYAWAN GEN Z DI  
YOGYAKARTA**

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**Abstrak**

Penelitian ini bertujuan untuk menguji pengaruh perencanaan karir dan *work-life balance* terhadap *turnover intention* dengan kepuasan kerja sebagai variabel *intervening* pada karyawan Gen Z di Yogyakarta. Data yang digunakan dalam penelitian ini adalah data primer dan sekunder, pengumpulan data primer diperoleh melalui penyebaran kuesioner dengan sampel 100 responden berdasarkan perhitungan rumus Lemeslow terhadap karyawan berusia 18-28 tahun di wilayah Yogyakarta serta menggunakan teknik *purposive sampling* dan data sekunder mengacu pada informasi berupa data BPS (Badan Pusat Statistik), data Indonesia, serta buku, jurnal, maupun penelitian terdahulu. Dalam penelitian ini menggunakan metode analisi data SEM-PLS menggunakan software SmartPLS 4. Hasil menunjukkan bahwa perencanaan karir berpengaruh negatif signifikan terhadap *turnover intention*, *work-life balance* berpengaruh negatif signifikan terhadap *turnover intention*, perencanaan karir berpengaruh positif signifikan terhadap kepuasan kerja, *work-life balance* berpengaruh positif signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh negatif signifikan terhadap *turnover intention*, kepuasan kerja mampu memediasi perencanaan karir dan *work-life balance* terhadap *turnover intention* dengan hasil negatif signifikan.

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



***THE EFFECT OF CAREER PLANNING AND WORK-LIFE BALANCE ON  
TURNOVER INTENTION WITH JOB SATISFACTION AS AN  
INTERVENING VARIABLE IN GEN Z EMPLOYEES IN YOGYAKARTA***

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***Abstract***

*This study aims to examine the influence of career planning and work-life balance on turnover intention, with job satisfaction serving as an intervening variable, among Generation Z employees in Yogyakarta. The data used in this study include both primary and secondary data. Primary data were collected through questionnaires distributed to a sample of 100 respondents, aged 18-28 years, in the Yogyakarta area. The sample was determined using the Lemeshow formula, and a purposive sampling technique was employed. Secondary data were obtained from various sources, including the Central Statistics Agency (BPS), Indonesian government publications, books, journals, and previous research studies. In this study, the SEM-PLS data analysis method was employed using SmartPLS 4 software. The results indicate that career planning has a significant negative effect on turnover intention, while work-life balance also demonstrates a significant negative effect on turnover intention. Additionally, career planning has a positive influence on job satisfaction, and work-life balance also has a significant positive effect on job satisfaction. Furthermore, job satisfaction has a negative impact on turnover intention. Notably, job satisfaction serves as a mediator between career planning and work-life balance, influencing turnover intention, with significant negative results.*

***Keywords:*** *Career Planning, Work-Life Balance, Turnover Intention, Job Satisfaction*