

Pengaruh work-life balance dan work stress terhadap turnover intention dengan mediator job satisfaction pada Lembaga XYZ = The effect of work-life balance and work stress on turnover intention with job satisfaction as a mediator at XYZ institution

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Abstrak

Penelitian ini bertujuan untuk meneliti hubungan antara work-life balance dan work stress terhadap turnover intention dan bagaimana pengaruh job satisfaction dalam memediasi hubungan antarvariabel tersebut pada pegawai Bidang Penindakan Lembaga XYZ. Penelitian dijalankan dengan menggunakan metode kuantitatif melalui penyebaran kuesioner ke seluruh pegawai Bidang Penindakan Lembaga XYZ. Sejumlah 218 responden diperoleh sebagai sampel dari populasi 427 pegawai spesialis dan administrasi. Hipotesis diuji dengan metode structural equation modeling (SEM) menggunakan IBM® SPSS® Amos 23.0.0. Hasil uji hipotesis menemukan bahwa terdapat pengaruh positif pada hubungan work stress dan turnover intention, baik secara langsung maupun tidak langsung melalui mediasi job satisfaction. Hasil uji hipotesis juga mengungkapkan bahwa tidak ditemukan pengaruh langsung pada hubungan work-life balance dan turnover intention, namun ditemukan pengaruh tidak langsung melalui mediasi job satisfaction.

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This research aims to examine the relationship between work-life balance and work stress on turnover intention and the effect of job satisfaction in mediating relationships between these variables among employees of Deputy for Enforcement of XYZ Institution. This research was conducted using quantitative method through the distribution of questionnaires. An amount of 218 respondents were obtained as a sample of a population of 427 specialist and administrative employees. Hypotheses were tested with structural equation modeling (SEM) using IBM SPSS Amos 23.0.0. The results found that there were positive influences on the relationships between work stress and turnover intention, both directly and indirectly through the mediation of job satisfaction. The results also revealed that there was no direct effect on work-life balance and turnover intention relationship, but indirect effect was found through the mediation of job satisfaction.