

## **ABSTRACT**

*In the modern era, career opportunities in the professional world are widely open for both men and women. However, many workers experience work-family conflict, which is an imbalance between work and family roles that makes the demands of each role unfulfilled. Work-family conflict can cause individuals to feel pressured and exhausted because they have to divide their time and energy between both roles. If not addressed, work-family conflict can increase the level of work stress and decrease job satisfaction among employees. Ultimately, this condition can cause employees to have a desire to leave the company, thus increasing the turnover rate and disrupting the balance of the company.*

*This research aims to determine the effect of work family conflict on turnover intention with job stress and job satisfaction as mediating variables in the Sari Mulya Putra Group Brebes. The population used in this research was all employees of the Sari Mulya Putra Group Brebes with a total sample of 51 people taken using a sampling technique, namely saturated sampling, that is, using all members of the population as research samples. Measurements in the questionnaire use a Likert scale. The five hypotheses in the research were tested using quantitative methods and the data analysis method used was path analysis. Research data processing was carried out using SPSS version 25.*

*The research findings indicate that work-family conflict has a positive and significant effect on turnover intention, work family conflict has a positive and significant effect on job stress, job stress has a positive and significant effect on turnover intention, work-family conflict has a negative and significant effect on job satisfaction, and job satisfaction does not have a negative effect on turnover intention. However, the path analysis results show that job stress cannot mediate the relationship between work-family conflict and turnover intention, and job satisfaction also cannot mediate the relationship between work-family conflict and turnover intention.*

*Keyword: work family conflict, job stress, job satisfaction, turnover intention.*