

ABSTRACT

Intention to quit is a problem that can be said to be serious for all organisations if the intention to quit increases, then this can have a negative impact on a company, especially in stability in the management of the company's human resources. This study uses quantitative research methods using data processing using the Smart PLS version 4 application. Based on the results of hypothesis testing, it is known that work life balance has a positive and insignificant effect on intention to quit, so H1 is rejected. Then, supervisor support is proven to have a negative and significant influence on intention to quit work, so H2 is accepted. Then, employee engagement has a negative but insignificant effect on intention to quit, so H3 is rejected. Based on these results, companies need to consider evaluating policies to provide a good work-life balance for employees, increase employee engagement programmes, and develop a comprehensive employee retention strategy.

Keywords: Work-life Balance, Supportive Supervisor, Employee Engagement, Intention to Quit