

ABSTRACT

Turnover intention is a serious problem that has the potential to significantly harm the company, characterized by employees considering leaving because the working conditions are not as expected. The impact of turnover not only affects the cost of recruitment and training, but also lowers the morale of remaining employees and affects the overall productivity of the company. Factors such as work life balance and job satisfaction can reduce turnover intention. This study aims to determine the effect of work life balance on turnover intention both directly and through job satisfaction as a mediator.

The population in this study were all employees working at CV. Chaidar in Bogor Regency with a total of 44 people, with the sampling technique used being the census method or saturated sample, then the total population will be used as the research sample. Data collection through questionnaires. The collected data will then be analyzed quantitatively using the Structural Equation Model (SEM) with SmartPLS software version 3.2.9.

The findings in this study indicate that work life balance has a negative and significant effect on turnover intention, work life balance has a positive and significant effect on job satisfaction, and job satisfaction has a negative and significant effect on turnover intention. The results of the mediation test obtained that job satisfaction can mediate the influence of work life balance on turnover intention.

Keywords: Work Life Balance, Job Satisfaction, and Turnover Intention.