

ABSTRACT

This study was motivated by the increasing attention to the issue of turnover in the healthcare sector, particularly among nurses with Government Employee with Work Agreement (PPPK) status who work in hospitals with high work demands. The imbalance between work demands and personal life has the potential to cause psychological stress that affects job satisfaction and the tendency to leave the organization. On the other hand, previous research findings on the influence of work-life balance on turnover intentions still show inconsistent results, especially regarding the role of psychological variables as explanatory mechanisms. Therefore, this study aims to analyze the influence of work-life balance on turnover intentions with job satisfaction as a mediating variable among PPPK nurses at RAA Soewondo Pati Regional General Hospital.

This study uses a quantitative approach with a survey method. The research population consists of all PPPK nurses at the RAA Soewondo Pati Regional General Hospital, totaling 82 people, so the sampling technique used is a census. Data were collected through a structured questionnaire that measures the variables of work-life balance, job satisfaction, and intention to leave. Data analysis was performed using the Partial Least Squares Structural Equation Modeling (PLS-SEM) method with the help of SmartPLS 4 software to test the direct and indirect effects between variables in the model.

The results of this study indicate that work-life balance has a negative and significant effect on turnover intention. In addition, job satisfaction was found to partially mediate the relationship between work-life balance and turnover intention. These findings indicate that work-life balance not only directly reduces turnover intention, but also works through increased job satisfaction as a psychological mechanism that restrains nurses' tendency to leave the organization. Theoretically, this study enriches the study of turnover behavior by confirming the role of job satisfaction as a mediator in the context of healthcare workers. Practically, the results of this study have implications for hospital management to prioritize policies that support work-life balance and increase job satisfaction in order to reduce the risk of PPPK nurses' intention to leave.

Keywords: *Work-Life Balance, Job Satisfaction, Turnover Intention, PPPK Nurses, PLS-SEM.*