

HOW WORK-LIFE BALANCE AFFECTS GENERATION Z'S TURNOVER INTENTION IN INDONESIA

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Abstract. Turnover intention is the thinking process before the actual employee turnover that has led to the disadvantage of the company/organizations. It makes it important to understand the turnover intention in order to prevent the actual employee turnover from happening. Several researches have shown that work-life balance has a role in decreasing the turnover intention among employees. Generation Z, or individuals who were born between the years 1995-2010 have appeared at the forefront of the discussion. This generation is believed to have higher turnover intention in comparison to the previous generation. This study was done to measure the extent of work-life balance in affecting Gen Z turnover intention with quantitative non-experimental research by utilizing the Work-life Balance Scale and Turnover Intention measurement tool. Data from a total of 215 participants have been collected. The results of this study concluded that work-life balance significantly affects turnover intention with the discovery of work that interferes with personal life significantly contributing to the increase of turnover intention. Interventions targeting Gen Z well-being in the workplace are suggested to prevent employee turnover.

keywords: *generation Z, turnover intention, work-life balance*

Abstrak. *Turnover intention* (niat berpindah) merupakan proses berpikir karyawan sebelum melakukan *turnover* yang sebenarnya. Penting untuk memahami *turnover intention* karyawan karena *turnover* sendiri diketahui dapat memberikan kerugian bagi perusahaan/organisasi yang menaungi. Beberapa penelitian menunjukkan bahwa *work-life balance* berperan dalam menurunkan *turnover intention* karyawan. Generasi Z, atau individu yang lahir antara tahun 1995-2010, muncul sebagai topik perbincangan yang meliputi *turnover intention*. Generasi ini diyakini memiliki *turnover intention* yang lebih tinggi jika dibandingkan generasi sebelumnya. Penelitian ini dilakukan untuk mengukur sejauh mana *work-life balance* dalam mempengaruhi *turnover intention* Generasi Z dengan penelitian kuantitatif non-eksperimental dengan memanfaatkan alat ukur Work-life Balance Scale dan Turnover Intention. Sebanyak total 215 data dari partisipan telah terkumpul. Hasil penelitian ini menyimpulkan bahwa *work-life balance* secara signifikan memengaruhi *turnover intention* dan ditemukan bahwa gangguan pekerjaan terhadap kehidupan pribadi berkontribusi secara signifikan terhadap peningkatan *turnover intention*. Intervensi yang menargetkan kesejahteraan Generasi Z di tempat kerja disarankan untuk mencegah *turnover* karyawan.

keywords: *generasi Z, work-life balance, turnover intention*