

Mediator pada Karyawan Generasi Z

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Abstrak. Fenomena *turnover intention* yang terjadi pada generasi z diperkirakan akan berdampak pada stabilitas perusahaan. Penelitian ini bertujuan untuk mengetahui peran *work-life balance* terhadap *turnover intention* dengan *job flourishing* sebagai mediator pada karyawan generasi z. Penelitian ini menggunakan pendekatan kuantitatif dan pengumpulan data melalui metode *purposive convenience sampling*. Instrumen pengukuran yang digunakan dalam penelitian ini meliputi skala *turnover intention scale*, *work/nonwork interference and enhancement scale*, dan *flourishing at work scale*. Sejumlah 396 karyawan generasi z di Indonesia menjadi partisipan dalam penelitian ini. Metode analisis data menggunakan *Structural Equation Modelling* (SEM) melalui SPSS AMOS 23. Hasil penelitian menunjukkan bahwa *job flourishing* secara negatif signifikan memediasi secara parsial peran *work life-balance* terhadap *turnover intention* pada karyawan generasi z. Oleh karena itu, organisasi perusahaan perlu membuat kebijakan tidak hanya berfokus pada *work-life balance* saja tetapi harus memperhatikan juga implikasinya pada peningkatan *job flourishing* karyawan sebagai mitigasi gelombang *turnover intention*.

Kata kunci. *Turnover Intention, Work-Life Balance, Job Flourishing, Structural Equation Modelling*

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Abstract. *The phenomenon of turnover intention among Generation Z is expected to impact corporate stability. This study aims to investigate the role of work-life balance in turnover intention, with job flourishing as a mediator, among Generation Z employees. The study employs a quantitative approach and data collection through purposive convenience sampling. The measurement instruments used in this study include the turnover intention scale, work/nonwork interference and enhancement scale, and flourishing at work scale. A total of 396 Generation Z employees in Indonesia participated in this study. Data analysis was conducted using Structural Equation Modelling (SEM) through SPSS AMOS 23. The results of the study indicate that job flourishing significantly mediates the role of work-life balance on turnover intention among Generation Z employees. Therefore, organizations need to develop policies that not only focus on work-life balance but also consider its implications for enhancing job flourishing among employees as a mitigation strategy against turnover intention.*

Keywords. *Turnover Intention, Work-Life Balance, Job Flourishing, Structural Equation Modelling*