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# THE ROLE OF WORK-LIFE BALANCE AS A MEDIATOR IN THE RELATIONSHIP BETWEEN OVERTIME AND TURNOVER INTENTION AMONG SEWING OPERATOR IN PT UNGARAN SARI GARMENT

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**Abstract.** This study examined the role of overtime on turnover intention mediated by work-life balance among sewing operators in PT Ungaran Sari Garment. The increasing demands of the garment industry have raised concerns regarding employee's well-being and retention. This study was grounded in the Job Demands-resources theory and Work-family Conflict theory. A quantitative research design was employed using purposive sampling, resulting in a final sample of 279 female sewing operators. Data were collected using a researcher-developed overtime scale, the work-life balance scale, and the Turnover Intention Scale-6 (TIS-6). The results indicated that work-life balance did not significantly mediate the relationship between overtime and turnover intention because the indirect effect was not significant ($\beta = -.0157$, $p = .481$). However, work-life balance significantly predicted turnover intention ($\beta = -.370$, $p < .001$), while overtime also showed a significant direct relationship with turnover intention ($\beta = -.145$, $p = .008$). These findings suggest that, although work-life balance did not mediate the relationship between overtime and turnover intention, both variables independently contribute to explaining turnover intention among sewing operators.

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***Keywords:*** *overtime, work-life balance, turnover intention, garment industry, sewing operators*

**Abstrak.** Penelitian ini bertujuan untuk mengkaji peran *overtime* terhadap *turnover intention* dimediasi oleh *work-life balance* pada *operator sewing* di PT Ungaran Sari Garment. Meningkatnya tuntutan dalam industri garmen telah menimbulkan perhatian terhadap kesejahteraan dan retensi karyawan. Penelitian ini didasarkan pada teori *Job Demands-Resources* dan teori *Work-Family Conflict*. Penelitian menggunakan pendekatan kuantitatif dengan teknik *purposive sampling*, sehingga diperoleh sampel akhir sebanyak 279 operator jahit perempuan. Pengumpulan data dilakukan menggunakan skala *overtime* yang dikembangkan oleh peneliti, skala *work-life balance*, dan *Turnover Intention Scale-6 (TIS-6)*. Hasil penelitian menunjukkan bahwa work-life balance tidak memediasi secara signifikan hubungan antara *overtime* dan *turnover intention* karena efek tidak langsung yang diperoleh tidak signifikan ($\beta$ = -.0157, p = 0,481). Namun, *work-life balance* secara signifikan memprediksi *turnover intention* ($\beta$ = -.370, p < 0,001), sedangkan *overtime* juga menunjukkan hubungan langsung yang signifikan terhadap *turnover intention* ($\beta$ = -.145, p = 0,008). Temuan ini menunjukkan bahwa meskipun *work-life balance* tidak memediasi hubungan antara *overtime* dan *turnover intention*, kedua variabel tersebut secara independen berkontribusi dalam menjelaskan *turnover intention* pada *operator sewing*.

***Kata kunci:*** *overtime, work-life balance, turnover intention, garment industry, sewing operators*