

The Influence of Workload, Burnout, and Work Life Balance on Employee Turnover Intention at PT Bank Tabungan Negara KC Jakarta Melawai

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ABSTRACT

This quantitative research has the aim of testing and knowing “The Influence of Workload, Burnout, and Work Life Balance on Employee Turnover Intention at PT Bank Tabungan Negara KC Jakarta Melawai”. Respondents used in the study amounted to 68 respondents who were employees of the PT Bank Tabungan Negara KC Jakarta Melawai. The analysis technique in this study is the Coefficient of Determination Test, T Test (Partial) and F Test (Simultaneous) and using the Smart PLS 4.0 software. The results obtained in the test are (1) workload has a significant effect on employee turnover intention at PT Bank Tabungan Negara KC Jakarta Melawai (2) burnout has a significant effect on employee turnover intention at PT Bank Tabungan Negara KC Jakarta Melawai (3) work life balance has no significant effect on employee turnover intention at PT Bank Tabungan Negara KC Jakarta Melawai (4) The influence of workload, burnout, and work life balance have a significant impact on employee turnover intention at PT Bank Tabungan Negara KC Jakarta Melawai.

Keywords: *Workload, Burnout, Work Life Balance, Turnover Intention.*

Pengaruh Beban Kerja, *Burnout*, dan *Work Life Balance* Terhadap *Turnover Intention* Karyawan Pada PT Bank Tabungan Negara KC Jakarta Melawai

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ABSTRAK

Penelitian kuantitatif ini memiliki tujuan dan mengetahui “Pengaruh Beban Kerja, *Burnout*, dan *Work Life Balance* Terhadap *Turnover Intention* Karyawan PT Bank Tabungan Negara KC Jakarta Melawai”. Responden yang digunakan dalam penelitian berjumlah 68 responden yang merupakan karyawan PT Bank Tabungan Negara KC Jakarta Melawai. Teknik analisis dalam penelitian yaitu Uji Koefisien Determinasi, Uji T (Parsial) dan Uji F (Simultan) dan menggunakan *software* Smart PLS 4.0. Didapatkan hasil dalam pengujian yaitu (1) beban kerja berpengaruh signifikan terhadap *turnover intention* karyawan PT Bank Tabungan Negara KC Jakarta Melawai (2) *burnout* berpengaruh signifikan terhadap *turnover intention* karyawan PT Bank Tabungan Negara KC Jakarta Melawai (3) *work life balance* tidak berpengaruh signifikan terhadap *turnover intention* karyawan PT Bank Tabungan Negara KC Jakarta Melawai (4) Pengaruh Beban Kerja, *Burnout*, dan *Work Life Balance* berdampak signifikan secara bersama-sama terhadap *turnover intention* karyawan PT Bank Tabungan Negara KC Jakarta Melawai.

Kata Kunci: Beban Kerja, *Burnout*, *Work Life Balance*, *Turnover Intention*.