

ABSTRACT

Evarista, Pricillia Anna. 2023. The Role of Work-life Balance as Mediator in Relationship between Psychological Capital and Turnover Intention in Millennial Nurse. *Thesis*. Psychology, Psychology Faculty, Sanata Dharma University.

This study aimed to examine the role of work-life balance as mediator in relationship between psychological capital and turnover intention on millennial nurses. The subjects in this study were 217 millennial nurses in Indonesia. The major hypothesis proposed in this study is that work-life balance mediates the relationship between psychological capital and turnover intention in millennial nurses. This research was a quantitative study with non-probability sampling method. The data were collected using PCQ-24 scale (Luthans, dkk., 2007), Work-life Balance scale (Fisher, 2001), and TIS-6 (Roodt, 2004 as cited in Bothma & Roodt, 2013). The scales were adapted to Indonesian. Scales tryout results showed the reliability of coefficients on PCQ-24 was 0.832, Work-life Balance scale was 0.908 and TIS-6 was 0.851. Hypothesis testing was carried out using the Ordinary Least Square (OLS)-path analysis regression and bootstrapping method (Hayes, 2022). The data were processed using PROCESS 4.0 on SPSS. The results showed work-life balance partially mediated the relationship between psychological capital and turnover intention (β : -0.112; BootLLCI: -0.173; BootULCI: -0.058).

Keywords: psychological capital, work-life balance and turnover intention

ABSTRAK

Evarista, Pricillia Anna. 2023. Peran *Work-life Balance* sebagai Mediator dalam Hubungan antara *Psychological Capital* dan Intensi *Turnover* pada Perawat Milenial. *Skripsi*. Yogyakarta: Psikologi, Fakultas Psikologi, Universitas Sanata Dharma.

Penelitian ini bertujuan untuk mengetahui apakah *work-life balance* mampu memediasi hubungan antara *psychological capital* dan intensi *turnover*. Subjek penelitian ini adalah 217 perawat milenial di Indonesia. Hipotesis mayor yang diajukan dalam penelitian ini ialah *work-life balance* berperan sebagai mediator dalam hubungan antara *psychological capital* dan intensi *turnover* pada perawat milenial. Penelitian ini merupakan penelitian kuantitatif dengan teknik pengambilan sampel *non-probability sampling*. Alat pengumpulan data yang digunakan ialah skala PCQ-24 (Luthans, dkk., 2007), skala *Work-life Balance* (Fisher, 2001), dan skala TIS-6 (Roodt (2004) dalam Bothma & Roodt (2013). Ketiga skala tersebut sudah diadaptasi ke dalam Bahasa Indonesia. Uji coba skala menghasilkan koefisien reliabilitas pada skala PCQ-24 sebesar 0.832, skala *Work-life Balance* sebesar 0.908 dan skala TIS-6 sebesar 0.851. Uji hipotesis dilakukan dengan pendekatan regresi analisis jalur OLS dan metode *bootstrapping* (Hayes, 2022). Proses analisis data dilakukan menggunakan PROCESS 4.0 pada SPSS. Hasil penelitian ini menunjukkan bahwa *work-life balance* memediasi hubungan negatif antara *psychological capital* dan intensi *turnover* secara parsial atau sebagian (β : -0.112; BootLLCI: -0.173; BootULCI: -0.058).

Kata kunci: *psychological capital, work-life balance, intensi turnover*