HUBUNGAN ANTARA *WORK-LIFE BALANCE* DAN INTENSI *TURNOVER* PADA KARYAWAN *STARTUP* GENERASI ZILLENIAL

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ABSTRAK

Tujuan dari diadakannya penelitian ini yaitu untuk melihat hubungan antara *work-life balance* dengan intensi *turnover* pada karyawan *startup* generasi Z. Hipotesis yang diajukan dalam penelitian ini ada empat yaitu, ada hubungan positif dan signifikan antara *work interference with personal life* (WIPL) dengan intensi *turnover*, ada hubungan positif dan signifikan antara *personal life interference with work* (PLIW) dengan intensi *turnover*, ada hubungan negatif dan signifikan antara *work enhancement of personal life* (WEPL) dengan intensi *turnover*, dan ada hubungan negatif dan signifikan antara *personal life enhancement of work* (PLEW) dengan intensi *turnover*. Terdapat 217 responden yang berpartisipasi di dalam penelitian ini dengan kriteria: seorang karyawan dalam perusahaan *startup*, sudah bekerja minimal 6 bulan, dan lahir dalam rentang tahun 1995 hingga 2010. Penelitian ini menggunakan alat ukur *Turnover Intention Scale*-6 (TIS 6) yang sudah diadaptasi ke dalam Bahasa Indonesia dan *Work-Life Balance Scale* (WLBS) yang sudah diadaptasi ke dalam Bahasa Indonesia dan dimodifikasi. Skala TIS 6 memiliki koefisien reliabilitas sebesar .82 dan skala WLBS memiliki koefisien reliabilitas sebesar .96. Penelitian ini menggunakan teknik analisis data *Spearman's rho* karena data yang diperoleh tidak terdistribusi normal. Hasilnya, terdapat hubungan yang positif dan signifikan antara WIPL dengan IT ($r = 0.571$; $p = 0,000 < 0,05$), terdapat hubungan yang positif dan signifikan antara PLIW dengan IT ($r = 0.475$; $p = 0,000 < 0,05$), dan terdapat hubungan yang negatif dan signifikan antara WEPL dengan IT ($r = -0.185$; $p = 0,003 < 0,05$).

Kata Kunci: *work-life balance*, intensi *turnover*, karyawan generasi Z

THE RELATIONSHIP BETWEEN WORK-LIFE BALANCE AND TURNOVER INTENTION AMONG GENERATION ZILLENIAL EMPLOYEES IN STARTUP COMPANY

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ABSTRACT

The purpose of this research is to see the relationship between work-life balance and turnover intensity in generation Z start-up employees. There are four hypotheses put forward in this research, namely, there is a positive and significant relationship between work interference with personal life (WIPL) and turnover intensity, there is there is a positive and significant relationship between work-personal life interference (PLIW) and turnover intensity, there is a negative and significant relationship between work-personal life interference (WEPL) and turnover intensity, and there is a negative and significant relationship between work-personal life increase (PLEW) and turnover intensive. There were 217 respondents who participated in this research with the criteria: an employee in a start-up company, had worked for at least 6 months, and was born between 1995 and 2010. This research used the Turnover Intention Scale-6 (TIS 6) measuring tool which has been adapted to in Indonesian and the Work-Life Balance Scale (WLBS) which has been adapted into Indonesian and modified. The TIS 6 scale has a reliability coefficient of .82 and the WLBS scale has a reliability coefficient of .96. This research uses Spearman's rho data analysis techniques because the data obtained is not normally distributed. As a result, there is a positive and significant relationship between WIPL and IT (r = 0.571; p = 0.000 < 0.05), there is a positive and significant relationship between PLIW and IT (r = 0.475; p = 0.000 < 0.05), and there is a negative and significant relationship between WEPL and IT (r = -0.185; p = 0.003 < 0.05).

Keywords: *work-life balance, turnover intention, Generation Z Employees*