

ABSTRAK

**PENGARUH BURNOUT, JOB INSECURITY, DAN WORK LIFE BALANCE
TERHADAP TURNOVER INTENTION
KARYAWAN RG**

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh secara simultan variabel *burnout*, *job insecurity*, dan *work life balance* terhadap *turnover intention*, (2) pengaruh positif *burnout* terhadap *turnover intention*, (3) pengaruh positif *job insecurity* terhadap *turnover intention*, (4) pengaruh negatif *work life balance* terhadap *turnover intention*. Sampel penelitian ini adalah karyawan RG Jakarta. Teknik sampling pada penelitian ini menggunakan teknik *non-probability* sampling dengan jenis sampling jenuh sebanyak 70 orang karyawan. Data diperoleh dengan cara penyebaran kuesioner. Teknik analisis data pada penelitian ini menggunakan analisis regresi linear berganda menggunakan program IBM SPSS 26.0. Hasil penelitian menunjukkan bahwa: (1) *burnout*, *job insecurity*, dan *work life balance* berpengaruh secara simultan terhadap *turnover intention*, (2) *burnout* berpengaruh positif terhadap *turnover intention*, (3) *job insecurity* berpengaruh positif terhadap *turnover intention*, (4) *work life balance* tidak berpengaruh negatif terhadap *turnover intention*.

Kata kunci: *burnout*, *job insecurity*, *work life balance*, *turnover intention*

ABSTRACT

**THE INFLUENCE OF BURNOUT, JOB INSECURITY, AND WORK LIFE
BALANCE ON EMPLOYEES TURNOVER
INTENTION IN RG**

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This study aims to determine: (1) the simultaneous influence of burnout, job insecurity, and work life balance variables on turnover intention, (2) the positive influence of burnout on turnover intention, (3) the positive influence of job insecurity on turnover intention, (4) the negative influence of work life balance on turnover intention. The sample of this study was RG Jakarta employees. The sampling technique in this study used a non-probability sampling technique with a saturated sampling type of 70 employees. Data were obtained by distributing questionnaires. The data analysis technique in this study used multiple linear regression analysis using IBM SPSS 26.0 program. The results of the study showed that: (1) burnout, job insecurity, and work life balance had a simultaneous influence on turnover intention, (2) burnout had a positive influence on turnover intention, (3) job insecurity had a positive influence on turnover intention, (4) work life balance doesn't have a negative influence on turnover intention.

Keywords: burnout, job insecurity, work life balance, turnover intention