

ABSTRAK

**PENGARUH WORK LIFE BALANCE, BURNOUT, ORGANIZATIONAL JUSTICE,
DAN EMPLOYEE ENGAGEMENT TERHADAP
TURNOVER INTENTION**

Studi pada PT Artaboga Cemerlang Yogyakarta

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Penelitian ini bertujuan untuk menganalisis: (1) pengaruh work life balance, burnout, organizational justice, dan employee engagement secara simultan terhadap turnover intention, (2) pengaruh work life balance terhadap turnover intention, (3) pengaruh burnout terhadap turnover intention, (4) pengaruh organizational justice terhadap turnover intention, dan (5) pengaruh employee engagement terhadap turnover intention. Populasi penelitian ini adalah karyawan generasi milenial PT Artaboga Cemerlang Yogyakarta. Pengambilan sampel menggunakan teknik total sampling dengan jumlah responden sebanyak 80 orang. Data dihimpun melalui kuesioner dan dianalisis menggunakan analisis regresi linier berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa: (1) work life balance, burnout, organizational justice, dan employee engagement secara simultan berpengaruh terhadap turnover intention, (2) work life balance berpengaruh negatif dan signifikan terhadap turnover intention, (3) burnout berpengaruh positif dan signifikan terhadap turnover intention, (4) organizational justice berpengaruh negatif dan signifikan terhadap turnover intention, dan (5) employee engagement berpengaruh negatif dan signifikan terhadap turnover intention.

Kata kunci: *Work Life Balance, Burnout, Organizational Justice, Employee Engagement, Turnover Intention.*

ABSTRACT

THE INFLUENCE OF WORK-LIFE BALANCE, BURNOUT, ORGANIZATIONAL JUSTICE, AND EMPLOYEE ENGAGEMENT ON TURNOVER INTENTION

A Study at PT Artaboga Cemerlang Yogyakarta

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This study aims to analyze: (1) the simultaneous influences of work-life balance, burnout, organizational justice, and employee engagement on turnover intention; (2) the influences of work-life balance on turnover intention; (3) the influences of burnout on turnover intention; (4) the influences of organizational justice on turnover intention; and (5) the influences of employee engagement on turnover intention. The population of this study consists of millennial employees at PT Artaboga Cemerlang in Yogyakarta. Sampling was conducted using total sampling, with a sample size of 80 respondents. Data were collected via a questionnaire and analyzed using multiple linear regression with the aid of SPSS software. The results of the study indicate that: (1) work-life balance, burnout, organizational justice, and employee engagement simultaneously influence turnover intention; (2) work-life balance has a negative and significant influences on turnover intention; (3) burnout has a positive and significant influences on turnover intention; (4) organizational justice has a significant negative influences on turnover intention, and (5) employee engagement has a significant negative influences on turnover intention.

Keywords: Work-Life Balance, Burnout, Organizational Justice, Employee Engagement, Turnover Intention.