

PENGARUH *WORK LIFE BALANCE* DAN *JOB SATISFACTION* TERHADAP *TURNOVER INTENTION* KARYAWAN RSU MITRA MEDIKA

**¹Sri Hartini, ²Niceh Christiani Hulu, ³Widyaningtyas Caturini Pratisya ⁴Bianca
Herlianti Kusuma**

^{1, 2, 3, 4} Fakultas Psikologi Universitas Prima Indonesia

INTISARI

Penelitian ini dilakukan dengan tujuan mengkaji bagaimana *Work Life Balance* dan *Job Satisfaction* memengaruhi *Turnover Intention* pada karyawan RSU Mitra Medika. Jumlah responden dalam studi ini adalah 75 orang karyawan RSU Mitra Medika. Hipotesis utama yang diajukan menyatakan bahwa *Work Life Balance* dan *Job Satisfaction* memiliki pengaruh terhadap *Turnover Intention* pada karyawan RSU Mitra Medika. Selanjutnya, hipotesis minor pertama mengemukakan adanya hubungan negatif antara *Work Life Balance* dan *Turnover Intention*, sedangkan hipotesis minor kedua menyatakan adanya hubungan negatif antara *Job Satisfaction* dan *Turnover Intention*. Uji asumsi yang dilakukan mencakup uji normalitas, multikolinearitas, autokorelasi, serta heteroskedastisitas. Teknik analisis data yang diterapkan adalah regresi linier berganda. Hasil pengolahan data menunjukkan nilai F sebesar 70.525 dengan nilai signifikansi $p = 0.000$ ($p < 0.05$), sehingga hipotesis utama dinyatakan diterima, yang berarti terdapat pengaruh yang signifikan antara *Work Life Balance* dan *Job Satisfaction* terhadap *Turnover Intention*. Di sisi lain, pengujian terhadap hipotesis minor menunjukkan adanya hubungan positif dan signifikan antara *Work Life Balance* dan *Turnover Intention* ($\beta = 0.055$, $p = 0.006$), sehingga hipotesis minor pertama tidak terbukti. Selain itu, ditemukan pula hubungan positif dan signifikan antara *Job Satisfaction* dan *Turnover Intention* ($\beta = 0.510$, $p = 0.000$), yang menyebabkan hipotesis minor kedua juga tidak terbukti. Hasil penelitian ini mengindikasikan bahwa *Work Life Balance* dan *Job Satisfaction* memberikan kontribusi sebesar 65,3% terhadap *Turnover Intention*, sementara sisanya sebesar 34,7% dipengaruhi oleh faktor lain di luar variabel yang diteliti.

Kata Kunci : *Work Life Balance, Job Satisfaction, Turnover Intention*

**PENGARUH *WORK LIFE BALANCE* DAN *JOB SATISFACTION* TERHADAP
TURNOVER INTENTION KARYAWAN RSU MITRA MEDIKA**

¹Sri Hartini, ²Niceh Christiani Hulu, ³Widyaningtyas Caturini Pratisya, ⁴Bianca Herlianti Kusuma

^{1, 2, 3, 4} Fakultas Psikologi Universitas Prima Indonesia

ABSTRACT

This study aims to examine the effect of Work Life Balance and Job Satisfaction on employees' Turnover Intention at RSU Mitra Medika. The research involved a sample of 75 employees from RSU Mitra Medika. The primary hypothesis proposed that Work Life Balance and Job Satisfaction influence Turnover Intention among the employees. Additionally, the first minor hypothesis suggested a negative relationship between Work Life Balance and Turnover Intention, while the second minor hypothesis proposed a negative relationship between Job Satisfaction and Turnover Intention. The assumption tests conducted in this study included normality, multicollinearity, autocorrelation, and heteroscedasticity tests. The data were analyzed using multiple linear regression. The findings revealed an F value of 70.525 with a significance level of $p = 0.000$ ($p < 0.05$), indicating that the main hypothesis was supported, meaning that Work Life Balance and Job Satisfaction have a significant impact on Turnover Intention. However, the results of the partial hypothesis testing showed a positive and significant relationship between Work Life Balance and Turnover Intention ($\beta = 0.055$, $p = 0.006$), indicating that the first minor hypothesis was not supported. Furthermore, a positive and significant relationship was also found between Job Satisfaction and Turnover Intention ($\beta = 0.510$, $p = 0.000$), leading to the rejection of the second minor hypothesis. Overall, the results suggest that Work Life Balance and Job Satisfaction jointly contribute 65.3% to explaining Turnover Intention, while the remaining 34.7% is influenced by other variables not examined in this study.

Keywords : Work Life Balance, Job Satisfaction, Turnover Intention