

## ABSTRACT

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**Effect of Work Life Balance on Turnover Intention; Dr. Zamralita, M. M. Psi;  
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P5, L1 - L15)**

This research has a purpose to know the effect of work-life balance to the intention of turnover. Work-life balance is an effort made by individuals to balance the two or more roles that are lived. Turnover Intention is a desire or mental intention possessed by an employee to stop or out of the work he is currently living. The work-life balances referred to in this study consist of WIPL (*Work Interference Personal Life*), PLIW (*Personal Life Interference Work*), PLEW (*Personal Life Enhance Work*), and WEPL (*Work Enhance Personal Life*). For turnover intention has only one dimension in this research. This research was conducted at a manufacturing company in Batu Ceper area, Tangerang. This type of research is quantitative. The tool used to collect data is using a work-life balance questionnaire developed by Fisher, Bulger, and Smith (2009) which has 17 items of grains and a questionnaire for turnover intention made by Rosin and Korabik which is then adapted by Tarumanagara University as much as 10 items. Data processing in this study using Simple Linear Regression using SPSS version 16. The results showed that there is no effect of work-life balance on turnover intention ( $r = 0.063$ ;  $p > 0.05$ ). There is one dimension of work-life balance that influences the turnover intention of the WIPL dimension (*Work Interference Personal Life*) ( $r = 0.040$ ;  $p < 0.05$ ).

Keywords: work-life balance, turnover intention