ABSTRACT

Human resources have an active and dominant role in organizational activities because human resources are planners, actors, and determinants in achieving organizational goals. Good human resource management is one of the success factors of an organization. In managing human resources, companies are needed to create good working conditions and can meet the needs of every member of the company. Efforts that can be made to manage human resources well are to improve the quality of the work-life balance of employees to reduce the desire of employees to leave the company. The purpose of this research is to determine the level of work-life balance and turnover intention and to know the effect of work-life balance on turnover intention of employees at Kantor Pusat Perum BULOG Jakarta.

The method used in this research is a quantitative method with a simple linear regression analysis technique with IBM SPSS 26 application. The population used is all employees of Kantor Pusat Perum BULOG Jakarta with sampling using probability sampling method with proportionate stratified random sampling technique where the number of respondents in this research is 86 respondents. Data collection techniques are primary data using questionnaires and secondary data using literature study.

Based on the results of the research, it was found that the employees of Kantor Pusat Perum BULOG Jakarta have a good level of work-life balance so that there is a balance between work and personal life, while at the level of turnover intention it is found that the employees of Kantor Pusat Perum BULOG Jakarta are at a low level so that currently the employee does not intend to leave the company and leave his current job. The results of simple linear regression analysis show that work-life balance has a significant negative effect on turnover intention, which means that the higher the quality of the employee's work-life balance, the lower the level of employee turnover intention or even none at all. So that the company is expected to be able to provide work demands that are in accordance with the skills and abilities of employees, provide opportunities for employees to develop careers and develop skills, as well as conduct surveys on job satisfaction to evaluate whether employees are satisfied with their work.

Key Word*: Human Resource, Work-Life Balance, Turnover Intention*