

ABSTRACT

The increasingly massive development of businesses creates various risks and opportunities for companies. Companies are required to adapt to existing changes in order to sustain their business. Many efforts are made by companies, including focusing on managing the potential of human resources, namely employees. Good employee management will foster loyalty and positive contributions to the company's progress.

This study aims to determine the conditions of career development, work-life balance, and turnover intention in PT XYZ Bandung, as well as the influence of career development and work-life balance on turnover intention among employees of PT XYZ Bandung.

The method used in this study is quantitative method. Data were obtained from the questionnaire distributed to 129 employees who became research samples using probability sampling method with simple random sampling type. Furthermore, the data were processed using descriptive analysis techniques and SEM-PLS analysis.

The research results show that career development has a significant negative influence on turnover intention. Moreover, work-life balance also has a significant negative influence on turnover intention. This means that the better the career development in the company, the lower the level of turnover intention, and the better the work-life balance conditions in the company, the lower the level of turnover intention.

Regarding the influence of career development and work-life balance on employee turnover intention, companies are expected to provide clear career development programs and ensure that employees achieve a balanced work-life balance to minimize the high level of turnover intention within the company.

Keywords: *Career development, Work-life balance, Turnover*