

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Work Life Balance*, *Time Demands of Work* dan stres kerja terhadap kepuasan kerja dan *Turnover Intention* pada PT. Eka Putra Perkasa Jakarta. Penelitian ini dilakukan melalui penyebaran kuesioner dan penelitian ini menggunakan sample jenuh karena semua anggota populasi dipilih yaitu seluruh karyawan PT. Eka Putra Perkasa Jakarta yang berjumlah 50 orang dengan pendekatan kuantitatif. Dalam metode analisis menggunakan pendekatan *structural equation model* dengan analisis smart PLS 3.0. hasil penelitian ini menunjukkan bahwa *Work life balance* berpengaruh positif dan signifikan terhadap Kepuasan Kerja, *Work life balance* berpengaruh negatif dan signifikan terhadap *Turnover Intention*, *Time demands of work* berpengaruh negatif dan signifikan terhadap Kepuasan Kerja, *Time demands of work* berpengaruh negatif dan signifikan terhadap *Turnover Intention*, Stres Kerja tidak berpengaruh signifikan dan negatif terhadap Kepuasan Kerja, Stres Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*, Kepuasan kerja berpengaruh negatif dan signifikan terhadap *Turnover Intention*.

Kata kunci: *Work Life Balance*, *Time Demands of Work*, Stres Kerja, Kepuasan Kerja, *Turnover Intention*



## ABSTRACT

*This research aims to examine and analyze the effect of Work Life Balance, Time Demands of Work and job stress on job satisfaction and Turnover Intention at PT. Eka Putra Perkasa Jakarta. This research was conducted through the distribution of questionnaires and this study used a saturated sample because all members of the population were selected, namely all employees of PT. Eka Putra Perkasa Jakarta, totaling 50 people with a quantitative approach. In the method of analysis using a structural equation model approach with smart PLS 3.0 analysis. The results of this study indicate that Work Life Balance has a positive and significant effect on Job Satisfaction, Work Life Balance has a negative and significant effect on Turnover Intention, Time Demands Of Work have a negative and significant effect on Job Satisfaction, Time Demands Of Work have a negative and significant effect on Turnover Intention., Job Stress has no significant and negative effect on Job Satisfaction, Job Stress has a positive and significant effect on Turnover Intention, Job Satisfaction has a negative and significant effect on Turnover Intention.*

*Keywords: Work Life Balance, Time Demands of Work, Job Stress, Job Satisfaction, Turnover Intention*

