

ABSTRACT

This study aims to analyze the effect of Perceived Organizational Support and Worklife Balance on Turnover Intention through Job Satisfaction as a Mediation variable. In this research, PT ABB's permanent employees with a total sample of 62 (sixty two) employees. The data analysis method uses Structural Equation Model-Partial Least Square (SEM-PLS) with SmartPLS 4.0. The results of the study found that Perceived Organizational Support had a positive and significant effect on Job satisfaction, Work-Life Balance had a positive and significant effect on Job Satisfaction, Work-Life Balance had a significant effect on Turnover Intention, Job Satisfaction had a positive but not significant effect on Turnover Intention, Perceived Organizational Support has a positive but not significant effect on Turnover Intention, Perceived Organizational Support has a Positive but Not Significant effect on Turnover Intention through Job Satisfaction. Work-Life Balance has a positive but not significant effect on Turnover Intention through Job Satisfaction. Company leaders are advised to increase Perceived Organizational Support and Work-Life Balance to increase Job Satisfaction which can affect Turnover Intention.



Keywords : *Perceived Organizational Support, Work-life Balance, Job Satisfaction, Turnover Intention*

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Perceived Organizational Support* dan *Worklife Balance* terhadap *Turnover Intention* melalui *Job Satisfaction* sebagai variabel Mediasi. Pada penelitian ini karyawan tetap PT ABB dengan jumlah sampel sebanyak 62 (enam puluh dua) karyawan. Metode analisis data menggunakan Structural Equation Model-Partial Least Square (SEM-PLS) dengan SmartPLS 4.0. Hasil penelitian menemukan bahwa *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *Job satisfaction*, *Work-Life Balance* berpengaruh positif dan signifikan terhadap *Job Satisfaction*, *Work-Life Balance* berpengaruh signifikan terhadap *Turnover Intention*, *Job Satisfaction* berpengaruh positif namun tidak signifikan terhadap *Turnover Intention*, *Perceived Organizational Support* berpengaruh positif signifikan terhadap *Turnover Intention*, *Perceived Organizational Support* berpengaruh positif namun tidak signifikan terhadap *Turnover Intention* melalui *Job Satisfaction*. *Work-Life Balance* berpengaruh positif namun tidak signifikan terhadap *Turnover Intention* melalui *Job Satisfaction*. Pemimpin perusahaan disarankan untuk meningkatkan *Perceived Organizational Support* dan *Work-Life Balance* untuk dapat meningkatkan *Job Satisfaction* yang dapat mempengaruhi *Turnover Intention*.



Kata Kunci : *Perceived Organizational Support*, *Work-life Balance*, *Job Satisfaction*, *Turnover Intention*