

ABSTRAK

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Program Studi : Manajemen
Judul : *Work-Life Balance* dan Intent to Quit Employment: Pendekatan dengan Metode SEM-PLS

Penelitian ini bertujuan untuk menganalisis pengaruh *Work Interference Personal Life* (WIPL), *Personal Life Interference Work* (PLIW), *Work-Personal Life Enchancement* (WPLE) terhadap *Turnover Intention*. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survey terhadap 90 pegawai Sekretariat Daerah Kabupaten Aceh Utara (SEKDAKAB). Data dianalisis menggunakan teknik *Partial Least Squares Struktural Equation Modeling* (PLS-SEM) dengan bantuan aplikasi SmartPLS. Hasil penelitian menunjukkan bahwa *Work Interference Personal Life* (WIPL), *Personal Life Interference Work* (PLIW), *Work-Personal Life Enchancement* (WPLE) berpengaruh signifikan terhadap *Turnover Intention*. Penelitian ini memberikan kontribusi praktis bagi pegawai maupun instansi pemerintah untuk menerapkan dan mengadakan program kerja berbasis *work-life balance* yang lebih baik dan relevan demi meminimalisir niat berpindanya pegawai dari perkerjaannya.

Kata Kunci: *Work Interference Personal Life, Personal Life Interference Work, Work-Personal Life Enchancement, Turnover Intention.*

ABSTRACT

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Study Program : Management
Title : *Work-Life Balance and Intent to Quit Employment: An Approach Using the SEM-PLS Method*

This study aims to analyze the influence of Work Interference Personal Life (WIPL), Personal Life Interference Work (PLIW), Work-Personal Life Enhancement (WPLE) on Turnover Intention. This study uses a quantitative approach with a survey method on 90 employees of the Regional Secretariat of North Aceh Regency (SEKDAKAB). Data were analyzed using the Partial Least Squares Structural Equation Modeling (PLS-SEM) technique with the help of the SmartPLS application. The results of the study indicate that Work Interference Personal Life (WIPL), Personal Life Interference Work (PLIW), Work-Personal Life Enhancement (WPLE) have a significant effect on Turnover Intention. This study provides practical contributions for employees and government agencies to implement and conduct work programs based on better and more relevant work-life balance in order to minimize employee turnover intentions from their jobs.

Key Word: *Work Interference Personal Life, Personal Life Interference Work, Work-Personal Life Enhancement, Turnover Intention.*