

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh stres kerja terhadap *turnover intention* dengan *work-life balance* sebagai variabel pemediasi pada karyawan Generasi Z di PT. X. Penelitian menggunakan metode kuantitatif dengan pendekatan eksplanatori. Data dikumpulkan melalui kuesioner berskala Likert 1–5 dan dianalisis menggunakan analisis jalur (*path analysis*) untuk menguji pengaruh langsung dan tidak langsung antarvariabel. Populasi penelitian berjumlah 16.722 karyawan Generasi Z, dengan sampel sebanyak 430 responden yang ditentukan melalui teknik *purposive sampling* dan perhitungan rumus Slovin pada tingkat kesalahan 5%. Hasil penelitian menunjukkan bahwa stres kerja berpengaruh negatif dan signifikan terhadap *work-life balance*. Stres kerja juga berpengaruh negatif dan signifikan terhadap *turnover intention*, sementara *work-life balance* berpengaruh positif dan signifikan terhadap *turnover intention*. Selain itu, *work-life balance* terbukti memediasi secara parsial pengaruh stres kerja terhadap *turnover intention* dengan kekuatan mediasi yang lemah. Temuan ini menunjukkan bahwa *turnover intention* tidak hanya dipengaruhi oleh stres kerja dan *work-life balance*, tetapi juga oleh faktor lain di luar model penelitian.

Kata kunci: Stres Kerja, *Work-Life Balance*, *Turnover Intention*, Generasi Z.

ABSTRACT

This study aims to examine the effect of job stress on turnover intention with work–life balance as a mediating variable among Generation Z employees at PT. X. A quantitative explanatory approach was employed. Data were collected using a Likert-scale questionnaire (1–5) and analyzed through path analysis to assess direct and indirect effects among variables. The population consisted of 16,722 Generation Z employees, with 430 respondents selected using purposive sampling and the Slovin formula at a 5% error tolerance. The results indicate that job stress has a negative and significant effect on work–life balance. Job stress also negatively and significantly affects turnover intention, while work–life balance has a positive and significant effect on turnover intention. Furthermore, work–life balance partially mediates the relationship between job stress and turnover intention, although the mediation effect is relatively weak. These findings suggest that turnover intention is influenced not only by job stress and work–life balance but also by other factors beyond the research model.

Keywords: *Job Stress, Work–Life Balance, Turnover Intention, Generation Z.*