

ABSTRACT

THE EFFECT OF WORK LIFE BALANCE ON ORGANIZATIONAL COMMITMENT AND ITS IMPACT ON TURNOVER INTENTION (A Study on Employees of the Service and Maintenance Division at PT Ananda Dwi Putra)

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The objective of this research was to determine and analyze work life balance, organizational commitment, and turnover intention as well as the influence of work life balance on organizational commitment and its impact on turnover intention among employees of the service and maintenance division of PT Ananda Dwi Putra. The research method used was a survey method, and sampling was carried out using a purposive sampling technique. Primary data was obtained directly by distributing questionnaires to 30 respondents employees of the service and maintenance division of PT Ananda Dwi Putra, secondary data was obtained from a literature review and the company. Data were analyzed using mediation regression analysis with the product of coefficient method (Sobel test). The research results show that work life balance is in the good category, organizational commitment is in the good category, and turnover intention is in the quite good category. Partially, work life balance has a negative effect on turnover intention, and work life balance has a positive effect on organizational commitment. Based on the results of the Sobel test research, it can be seen that organizational commitment can negatively and significantly mediate the influence of work life balance on employee turnover intention in the service and maintenance division of PT Ananda Dwi Putra.

Keywords: Work Life Balance, Organizational Commitment, Turnover Intention.