Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

THE EFFECT OF WORK-LIFE BALANCE ON TURNOVER INTENTION THROUGH WORK STRESS AS A MEDIATING VARIABLE AT PT. X

Muhammad Imansyah Siregar[1a*], Hasanuddin[2b], and Suryani[3c]

[123]Magister Psikologi, Universitas Medan Area, Medan, Indonesia

[a]*E-mail: siregarimansyah185@gmail.com*
[b]*E-mail: hasanuddin@staff.uma.ac.id*
[c]*E-mail: suryani@staff.uma.ac.id*

(*) Corresponding Author
siregarimansyah185@gmail.com

ARTICLE HISTORY
Received : 29-07-2026
Revised : 15-10-2026
Accepted : **25-10-2026**

KEYWORDS
Turnover Intention, Work-life Balance, Work Stress

ABSTRACT

Employee turnover has become one of the major challenges for organizations in maintaining workforce stability and organizational effectiveness. PT. X experienced a relatively high employee turnover rate, indicating the need to identify factors influencing employees' intention to leave the organization. This study aims to examine the effect of work-life balance on Turnover Intention, the effect of work-life balance on work stress, the effect of work stress on Turnover Intention, and the mediating role of work stress in the relationship between work-life balance and Turnover Intention. A quantitative approach with an explanatory research design was employed. The population consisted of 418 employees of PT. X, and 229 respondents were selected using purposive sampling. Data were collected through a structured questionnaire using a seven-point Likert scale and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with SmartPLS version 3.2.8. The results revealed that work-life balance had a negative and significant effect on Turnover Intention and work stress, while work stress had a positive and significant effect on Turnover Intention. Furthermore, work stress significantly mediated the relationship between work-life balance and Turnover Intention. These findings indicate that improving employees' work-life balance can reduce work stress and ultimately decrease Turnover Intention. The study highlights the importance of organizational policies that promote work-life balance to enhance employee well-being and strengthen employee retention.

This is an open access article under the CC–BY-SA license.

INTRODUCTION

Changes in the workplace due to technological advancements, globalization, and demographic shifts have increased the complexity of work and the demands placed on employees. This situation has blurred the boundaries between work and personal life, increasing the risk of job stress and reducing work-life balance. On the other hand, millennials and Generation Z have higher expectations for work-life balance, making it easier to move to another company if these expectations are not met.

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

This phenomenon has led to increased Turnover Intention, which is the desire of employees to leave the company before actually resigning. High Turnover Intention can have various negative impacts on organizations, such as increased recruitment costs, decreased productivity, reduced employee morale, and impaired service quality. Globally, employee turnover rates continue to rise. The Mercer Global Talent Trends Study (2022) recorded a global turnover rate of 20%, while in Indonesia it was 8.8%, higher than the global average of 7.3%.

This phenomenon also occurs at PT. X, which experienced monthly turnover from January to August 2025, particularly in the positions of Account Officer (AO), Finance Administration Officer (FAO), and Senior Account Officer (SAO). The number of employees resigning reached more than 200 each month and increased again in August 2025. This situation indicates problems in human resource management that have the potential to disrupt organizational stability.

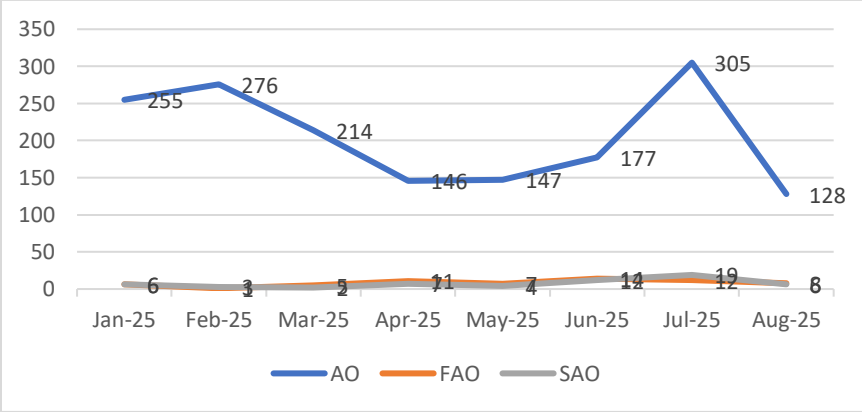


Figure 1. Turnover Data Jan – Augt 2025
Source: Researcher Data, 2026

METHOD

Based on exploratory interviews, most employees stated that high workloads, demanding targets, and long working hours often require them to work overtime, limiting time with family and rest. Furthermore, the pressure to meet targets forces employees to continue working despite declining health because work is difficult to delegate to other colleagues. Although employee relations are generally good, this situation indicates an imbalance between work demands and personal life, potentially increasing work stress and the desire to leave the company.

Work-life balance is a crucial factor influencing Turnover Intention. Employees who are able to balance work and personal life tend to have higher job satisfaction, mental health, and loyalty. Conversely, this imbalance can increase work stress, ultimately leading to Turnover Intention. A survey of workers in several Asian countries showed that 43% of Indonesian workers prioritize work-life balance when choosing a job, even willing to resign if the company cannot provide a supportive work environment.

Observations at PT. X also showed that most employees experience work stress due to excessive workloads, tight deadlines, and limited access to time off due to the inability to be replaced by coworkers. Although the company grants time off with certain conditions, employees are still contacted when urgent work is required, thus limiting their opportunity for rest. This situation has the potential to increase psychological stress and strengthen employees' desire to leave the company. Several previous studies have shown that work-life balance influences Turnover Intention. However, results regarding the role of work stress as a mediating variable have been inconsistent. Some studies found that work stress mediates the relationship, while others showed insignificant results. Therefore, this study aims to analyze the effect of work-life balance on Turnover Intention, with work stress as a mediating variable, among employees at PT. X.

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

RESULT AND DISCUSSION

Outer Model (Measurement Model Evaluation)

Outer model (measurement model) evaluation is the initial stage in Partial Least Squares Structural Equation Modeling (PLS-SEM) analysis, which aims to assess the quality of the measurement model. This evaluation is conducted to ensure that each indicator accurately and consistently measures the latent construct through validity and reliability testing. Testing was conducted using SmartPLS software version 3.2.8 through the PLS Algorithm feature.

Validity

Table 1. Convergent Validity

	Work Stress	**Turnover Intention**	***Worklife Balance***
SK1	0.985	-	-
SK2	0.979	-	-
SK3	0.984	-	-
SK4	0.984	-	-
SK5	0.983	-	-
SK6	0.983	-	-
SK7	0.983	-	-
SK8	0.989	-	-
TI1	-	0.980	-
TI2	-	0.991	-
TI3	-	0.985	-
TI4	-	0.984	-
TI5	-	0.983	-
TI6	-	0.986	-
TI7	-	0.985	-
TI8	-	0.985	-
TI9	-	0.988	-
WLB1	-	-	0.986
WLB2	-	-	0.988
WLB3	-	-	0.982
WLB4	-	-	0.987
WLB5	-	-	0.982
WLB6	-	-	0.987

Source: Output Result SmartPLS, 2026

Based on the results of the outer model testing in the table, all indicators in the research variables have outer loading values >0.70, indicating that all indicators meet the convergent validity criteria and are suitable for further analysis in the inner model testing stage.

Table 2. Average Variance Extracted (AVE)

	Average Variance Extracted (AVE)
Work Stress	0.967

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

Turnover Intention	0.971
Worklife balance	0.971

Source: Output Result SmartPLS, 2026

Based on the table, the results of the discriminant validity test using the Fornell-Larcker Criterion show that the square root of the Average Variance Extracted (AVE) value for each variable is on the main diagonal and is greater than the correlation between variables in the same row and column. This indicates that the construct is more capable of explaining its own indicators than the relationship with other constructs, so it can be concluded that all variables in the model meet the Fornell-Larcker discriminant validity criteria.

Table 3. Results of Discriminant Validity Test with the Fornell – Lacker Method

	Work Stress	**Turnover Intention**	***Worklife Balance***
Work Stress	0.984	-	-
Turnover Intention	0.911	0.985	-
Worklife Balance	-0.858	-0.866	0.985

Source: Output Result SmartPLS, 2026

Based on the table, the results of the discriminant validity test using the Fornell-Larcker Criterion show that the square root of the Average Variance Extracted (AVE) value for each variable is on the main diagonal and is greater than the correlation between variables in the same row and column. This indicates that the construct is more capable of explaining its own indicators than the relationship with other constructs, so it can be concluded that all variables in the model meet the Fornell-Larcker discriminant validity criteria.

Table 4. Cross Loading Result

	Work Stress	**Turnover Intention**	***Worklife Balance***
SK1	0.985	0.886	-0.832
SK2	0.979	0.904	-0.858
SK3	0.984	0.893	-0.839
SK4	0.984	0.899	-0.848
SK5	0.983	0.896	-0.849
SK6	0.983	0.898	-0.843
SK7	0.983	0.892	-0.840
SK8	0.989	0.896	-0.841
TI1	0.891	0.980	-0.846
TI2	0.897	0.991	-0.855
TI3	0.903	0.985	-0.859
TI4	0.895	0.984	-0.851
TI5	0.895	0.983	-0.860
TI6	0.898	0.986	-0.846
TI7	0.900	0.985	-0.850
TI8	0.897	0.985	-0.861
TI9	0.898	0.988	-0.855
WLB1	-0.853	-0.859	0.986

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

	Work Stress	Turnover Intention	*Worklife Balance*
WLB2	-0.841	-0.850	0.988
WLB3	-0.854	-0.855	0.982
WLB4	-0.859	-0.866	0.987
WLB5	-0.824	-0.838	0.982
WLB6	-0.840	-0.854	0.987

Source: Output Result SmartPLS, 2026

Based on the cross-loading results in the table, all indicators in this study showed the highest factor loading values for their respective original constructs compared to their correlation values with other constructs. Thus, the cross-loading analysis results in this study confirm that all indicators have good discriminatory ability and meet the discriminant validity requirements in the PLS-SEM measurement model.

Table 5. HTMT Result

	Work Stress	Turnover Intention	*Worklife Balance*
Work Stress	-	-	-
Turnover Intention	0.914	-	-
Worklife Balance	0.862	0.870	-

Source: Output Result SmartPLS, 2026

The test results show that the relationship between job stress and Turnover Intention has a HTMT value of 0.914, which exceeds the limit of 0.90, thus indicating that the discriminant validity between the two constructs has not been met adequately. Meanwhile, the HTMT value between job stress and work-life balance (0.862) and between Turnover Intention and work-life balance (0.870) is below the limit of 0.90, so that both pairs of constructs have met the criteria for discriminant validity.

Reliability

Table 6. Cronbach's Alpha Result

	Cronbach's Alpha
Work Stress	0.995
Turnover Intention	0.996
Worklife Balance	0.994

Source: Output Result SmartPLS, 2026

Based on the reliability calculations using Cronbach's Alpha values in the table, all variables in this study showed values > 0.70. Thus, all variables in this study met the internal reliability criteria based on Cronbach's Alpha, making them suitable for use in further analysis of the structural model.

Table 7. Composite Reliability Result

	Composite Reliability
Work Stress	0.995
Turnover Intention	0.996
Worklife Balance	0.994

Source: Output Result SmartPLS, 2026

Based on the results of reliability testing using the Composite Reliability (CR) method in the table above, the Composite Reliability value for the Job Stress variable was 0.995, Turnover Intention was 0.996, and Work-Life Balance

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

was 0.994. All of these values are above the minimum limit of 0.70, thus indicating that each construct has a very high level of internal consistency and has met the reliability criteria.

Inner Model (Structural Model Evaluation)

The evaluation of the inner model (structural model) aims to assess the suitability of the constructed structural model in explaining the relationships between latent constructs based on empirical data. Through this evaluation, the model's ability to explain the variance of endogenous constructs, the strength of the influence between variables, and the level of significance of the tested relationships can be determined. The evaluation results serve as the basis for determining whether the research hypothesis can be accepted or rejected according to the established testing criteria.

R^2 Value (Coefficient of Determination)

Table 8. R-square Analysis Test Results

	R-square	R-square Adjusted
Work Stress	0.736	0.735
Turnover Intention	0.857	0.855

Source: Output Result SmartPLS, 2026

Based on the results of the R-square analysis, the work stress variable has a value of 0.736, which means that 73.6% of the variation in work stress can be explained by variables in the research model, while the remaining 26.4% is influenced by other factors outside the model. Meanwhile, the Turnover Intention variable has an R-square value of 0.857, which indicates that 85.7% of its variation can be explained by the research model, while the remaining 14.3% is influenced by other factors. These values indicate that the model has a strong ability to explain the variables of work stress and Turnover Intention.

Q-Square

Table 9. Q-Square Analysis Test Results

	SSO	SSE	Q^2 (=1-SSE/SSO)
Work Stress	1744.000	512.542	0.706
Turnover Intention	1962.000	346.042	0.824
Worklife Balance	1308.000	1308.000	0.000

Source: Output Result SmartPLS, 2026

Based on the results of the Q-square (Q^2) analysis, the work stress variable has a Q^2 value of 0.706 and Turnover Intention of 0.824. Both values are greater than 0, indicating that the model has good predictive ability for endogenous variables. Meanwhile, work-life balance has a Q^2 value of 0.000 because it is an exogenous variable that is not predicted by other variables in the model. Overall, the analysis results indicate that the research model has good predictive relevance in explaining the relationship between variables.

F-Square

Table 10. F-Square Analysis Test Results

	F-square
Work Stress -> Turnover Intention	0.741
Worklife balance -> Work Stress	2.785
Worklife balance -> Turnover Intention	0.192

Source: Output Result SmartPLS, 2026

Based on the results of the effect size (f-square) analysis, work-life balance on job stress has an f-square value of 2.785 which is included in the large effect category, indicating that work-life balance has a very strong influence on job stress. Furthermore, work stress on Turnover Intention has an f-square value of 0.741 which is also included in the large

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

effect category, thus indicating a strong contribution in explaining Turnover Intention. Meanwhile, work-life balance on Turnover Intention has an f-square value of 0.192 which is included in the medium effect category, thus providing a significant influence in the research model.

SRMR (Standardized Root Mean Square Residual)

Table 11. SRMR Analysis Test Results

	Saturated Model	Estimated Model
SRMR	0.009	0.009
d_ULS	0.022	0.022
d_G	0.337	0.337
Chi-square	415.358	415.358
NFI	0.971	0.971

Source: Output Result SmartPLS, 2026

Based on the results of the model fit test using the SRMR indicator, a value of 0.009 was obtained for both the saturated model and the estimated model. This value is below the 0.08 limit, indicating that the model has a very good level of fit. In addition, the NFI value of 0.971 also indicates that the model has a high level of fit because it exceeds the 0.90 criterion. Low d_ULS and d_G values indicate a good fit between the model and the empirical data. Overall, the results of the model fit test indicate that the research model has good goodness of fit and is suitable for further analysis.

Hypothesis

In this study, hypothesis testing will be conducted to determine the direct influence between variables. The following is the research model:

Table 12. Direct Effect Hypothesis Test Analysis

Hipotesis	Variabel	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P-Values
H1	Worklife balance -> Turnover Intention	-0.322	-0.322	0.049	6.597	0.000
H2	Work Stress -> Turnover Intention	0.634	0.635	0.046	13.884	0.000
H3	Worklife balance -> Work Stress	-0.858	-0.857	0.019	45.745	0.000

Source: Output Result SmartPLS, 2026

Based on the data processing results in the Direct Effect Analysis Table, the following results were obtained:

1. Work-life balance → Turnover Intention

The results show that the effect of work-life balance on Turnover Intention has an original sample (O) value of -0.322, a t-statistic of 6.597 (> 1.96), and a p-value of 0.000 (< 0.05). Thus, work-life balance has a negative and significant effect on Turnover Intention. These results indicate that the better the work-life balance perceived by employees, the lower their tendency to have Turnover Intention.

2. Job Stress → Turnover Intention

The results show that the effect of job stress on Turnover Intention has an original sample (O) value of 0.634, a t-statistic of 13.884 (> 1.96), and a p-value of 0.000 (< 0.05). Thus, job stress has a positive and significant effect on Turnover

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

Intention. These results indicate that the higher the level of work stress experienced by employees, the higher their tendency to have Turnover Intention.

3. Work-Life Balance → Work Stress

The results show that the effect of work-life balance on work stress has an original sample (O) value of -0.858, a t-statistic of 45.745 (> 1.96), and a p-value of 0.000 (< 0.05). Thus, work-life balance has a negative and significant effect on work stress. This indicates that the better the work-life balance, the lower the level of work stress experienced by employees.

Table 13. Indirect Test Hypothesis

Hipotesis	Variabel	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
H4	Worklife balance -> Work Stress -> Turnover Intention	-0.544	-0.544	0.041	13.263	0.000

Source: Output Result SmartPLS, 2026

Based on the results of the indirect effect test, the indirect effect of work-life balance on Turnover Intention through job stress has an original sample value of -0.544, a t-statistic of 13.263 (>1.96), and a p-value of 0.000 (<0.05). These results indicate that job stress acts as a significant mediator in the relationship between work-life balance and Turnover Intention. A negative coefficient value indicates that increasing work-life balance can reduce job stress, thus impacting Turnover Intention.

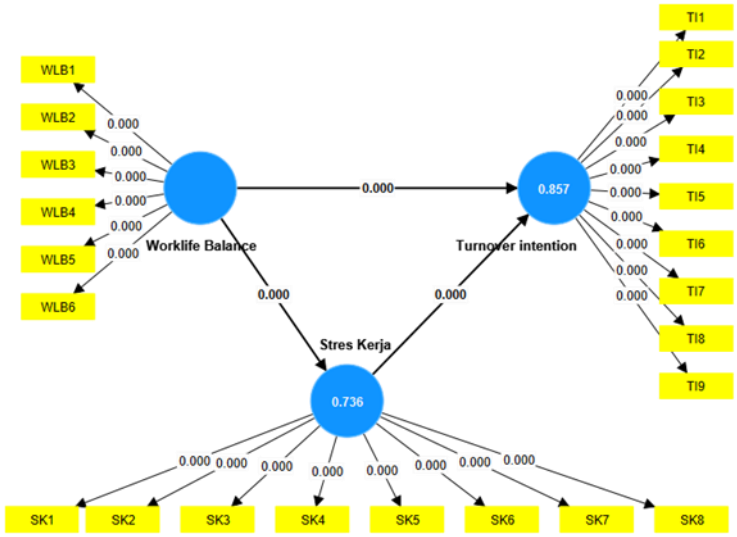


Figure 2. Bootsraping Hipotesis
Source: Output Result SmartPLS, 2026

Discussion

The Effect of Work-Life Balance on Turnover Intention

The findings indicate that work-life balance has a significant negative effect on Turnover Intention. This means that employees with better work-life balance tend to have lower intentions to leave the organization. A balanced relationship between work and personal life enables employees to maintain psychological well-being, job satisfaction, and organizational commitment. Conversely, an imbalance between work demands and personal needs may cause physical and emotional

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

exhaustion, which increases employees' intention to seek alternative employment. This finding supports previous studies by Pamungkas and Sudiro (2024) and Abadiyah et al. (2020), which reported that work-life balance contributes to reducing Turnover Intention by increasing employee satisfaction and loyalty. Therefore, PT X needs to improve work-life balance through appropriate workload management, adequate rest periods, and policies that support employee well-being.

The Effect of Work Stress on Turnover Intention

The results show that work stress has a significant positive effect on Turnover Intention. This indicates that higher levels of work stress experienced by employees increase their intention to leave the organization. Excessive workload, demanding targets, limited recovery time, and continuous work pressure may lead to emotional exhaustion and reduced job satisfaction, encouraging employees to seek a more supportive work environment. These findings are consistent with Suryanto et al. (2022) and Sari et al. (2024), who found that prolonged work stress increases Turnover Intention by weakening employee commitment and motivation. Therefore, organizations need to implement strategies to manage work stress through realistic workload distribution, supervisor support, and employee welfare programs.

The Effect of Work-Life Balance on Work Stress

The findings demonstrate that work-life balance has a significant negative effect on work stress. Employees who are able to maintain a balance between work responsibilities and personal life experience lower levels of stress because they have better control over their time, energy, and personal needs. Conversely, poor work-life balance may create role conflicts, emotional exhaustion, and psychological pressure. This result is supported by Murpiari (2025) and Wardhani and Shashamie (2023), who emphasized that work-life balance plays an important role in reducing employee stress levels. In the context of PT X, long working hours and high job demands may disrupt employees' personal lives, indicating the importance of organizational efforts to create a more balanced working environment.

The Mediating Role of Work Stress in the Relationship between Work-Life Balance and Turnover Intention

The mediation analysis confirms that work stress significantly mediates the relationship between work-life balance and Turnover Intention. This finding indicates that work-life balance reduces Turnover Intention not only directly but also indirectly by decreasing employees' work stress. Employees who experience a better balance between work and personal life are better able to manage job demands, resulting in lower stress levels and stronger intentions to remain in the organization. This finding supports previous research by Sari et al. (2024), which found that work stress acts as a mechanism linking work-life balance and Turnover Intention. Therefore, PT X should focus on improving work-life balance as a strategic approach to reduce work stress and strengthen employee retention.

CONCLUSION

Work-life balance has a negative and significant effect on Turnover Intention of employees at PT X. The better the work-life balance, the lower the employee's desire to leave the company. Work stress has a positive and significant effect on Turnover Intention of employees at PT X. The higher the work-life stress experienced by employees, the higher the tendency to leave the company. Work-life balance has a negative and significant effect on work stress of employees at PT X. The better the work-life balance, the lower the level of work stress experienced by employees. Work stress significantly mediates the relationship between work-life balance and Turnover Intention. This means that work-life balance can reduce Turnover Intention directly and through reduced work stress.

ACKNOWLEDGMENT

During the preparation of this work the authors used Artificial Intelligence (AI) in order to improve the language, and readability of the manuscript. After using this tool, the authors reviewed and edited the content as needed and take full responsibility for the content of the publication.

REFERENCES

Abadiyah, R., Eliyana, A., & Sridadi, A. R. (2020). Transformational Leadership And Organizational Commitment As An Effort To Avoid Burnout Of Nurses. *Systematic Reviews in Pharmacy*, *11*(11), 706–711.

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

Asih, G. Y., Widhiastuti, H., & Dewi, R. (2018). *Stress Kerja (Issue 1)*. Semarang University Press.

Biru, M., Utami, H. N., & Mayowan, Y. (2016). (Studi Pada Karyawan Tetap PG . Kebon Agung Kabupaten Malang). *Jurnal Administrasi Bisnis*, *39*(2), 50–56.

Bryman, A., Bell, E., & Harley, B. (2018). *No Business Research Methods*. Oxford University Press.

Clinton, V., Purba, B., Pergas, S., Sutrisno, D., & Andronicus, M. (2019). Pengaruh Work Stress Dan Konflik Terhadap Kinerja Karyawan Pada PT. Central Proteina Prima , Tbk Medan. 8(1), 1–8.

Cresswell, J. (2021). *Research Design : Pendekatan Metode Kualitatif, Kuantitatif, Dan Campuran / John W Creswell*. Yogyakarta: Pustaka Pelajar.

Creswell, J. ., & Creswell, J. . (2018). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. Sage Publisher.

Damayanti, D., Rimadias, S., Haque, M. G., Sunarsi, D., Kosasih, & Kesumadewi, R. R. V. (2021). Peran Work Overload, Work Environment, Work Family Conflict & Work Stress Terhadap Job Performance. *Jurnal Ilmiah Wahana Pendidikan*, *7*(3), 1–16. https://doi.org/10.5281/zenodo.5044930

Dennira, G. R., & Ekowati, D. (2020). Work-Life Balance Karyawan Milenial Level Manajerial Bank Tabungan Negara Syariah. *Jurnal Penelitian IPTEKS*, *5*(2), 194–209. https://doi.org/10.32528/ipteks.v5i2.3658

Deswarta, D., Masnur, & Adil Mardiansah. (2021). Pengaruh Work Stress dan Kepuasan Kerja Terhadap Turnover Intention Perawat Rumah Sakit Prima Pekanbaru. *E-Bisnis : Jurnal Ilmiah Ekonomi Dan Bisnis*, *14*(2), 58–63. https://doi.org/10.51903/e-bisnis.v14i2.476

Dillman, D. A., Smyth, J. D., & Christian, L. M. (2014). *Internet, Phone, Mail, and Mixed-Mode Surveys: The Tailored Design Method*. John Wiley & Sons.

Dina. (2018). Pengaruh work-life balance terhadap kinerja karyawan DI KUD Minatani Brondong Lamongan. *Jurnal Indonesia Membangun*, *17*(2).

Edwards, J. R., & Rothbard, N. P. (2000). Mechanisms linking work and family: Clarifying the relationship between work and family constructs. *Academy of Management Review*, *25*(1), 178–199. https://doi.org/10.5465/AMR.2000.2791609

Fahmi, I. (2016). *Pengantar Manajemen Sumber Daya Manusia Konsep dan Kinerja*. Mitra Wacana Media.

Fowler, F. J. (2009). *Survey research methods (4th ed)*. Sage Publisher.

Francis, T., & Hoefel, F. (2018). *Generation Z McKinsey*. McKinsey & Company, 10.

Ghozali, I. (2021). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 26* (Edisi 10). Badan Penerbit Undip.

Gunawan, G., Nugraha, Y., Sulastiana, M., & Harding, D. (2019). Reliabilitas dan Validitas Konstruk Worklife balance di Indonesia. *Jurnal Penelitian Dan Pengukuran Psikologi*, *8*(2).

Hair, J., Hult, G. T., Ringle, C., Sarstedt, M., Danks, N., & Ray, S. (2021). *Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R*.

Hasibuan. (2020). *Manajemen Sumber Daya Manusia (Edisi Revisi)*. PT. Bumi Aksara.

Immanuela, J. (2023). *Studi Membuktikan Pekerja di Indonesia Lebih Mementingkan* Worklife balance . https://mediaindonesia.com/humaniora/562824/studi-buktikan-pekerja-di-indonesia-lebih-mementingkan-work-life-balance#google_vignette

Jaelani. (2021). *Manajemen Sumber Daya Manusia: Turnover. Intention Dapat Mempengaruhi Kualitas Kinerja Perusahaan No Title*. CV. Pena Persada.

Karasek, R. A. (2021). The Associationalist Demand–Control (ADC) Theory: Toward a Sustainable Psychosocial Work Environment. *Handbook of Socioeconomic Determinants of Occupational Health*, 573–610.

Leite, W. K. dos S., Araújo, A. J. da S., Silva, L. B. da, Souza, E. L. de, Pimentel, C. E., Silva, J. M. N. da, Assis, N. L. P. de, Lemos, E. L. de M. D., & Oliveira Filho, P. G. de. (2021). New Job Stress Scale: Factor and Convergent Validity, and Reliability. *Revista Psicologia: Organizações e Trabalho*, *21*(2), 1463–1472. https://doi.org/10.5935/rpot/2021.2.21253

Lestari, W. M., Liana, L., & Ajeng, D. R. (2020). Pengaruh Work Stress, Konflik Kerja dan Beban Kerja Terhadap Kinerja Karyawan. *Bisnis Dan Ekonomi*, *27*(2). https://doi.org/10.35315/jbe.v27i2.8192

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

Lumunon, R. R., Sendow, G. M., & Uhing, Y. (2019). the Influence of Worklife balance , Occupational Health and Workload on Employee Job Satisfaction Pt. Tirta Investama (Danone) Aqua Airmadidi. *Jurnal EMBA*, *7*(4), 4671–4680.

Maimunah. (2018). *Pengaruh Kepuasan Kerja Terhadap* Turnover Intention *pada Pengemudi Taksi PT Blue Bird Medan*.

Mangkunegara, A. A. P. (2016). *Manajemen Sumber Daya Manusia*. PT. Remaja Rosdakarya.

Mayangsari, M. D., & Amalia, D. (2018). Keseimbangan Kerja-Kehidupan Pada Wanita Karir. *Jurnal Ecopsy*, *5*(1), 43. https://doi.org/10.20527/ecopsy.v5i1.4884

Moorhead, G., & Griffin, R. W. (2019). *Perilaku Organisasi: Manajemen Sumber Daya Manusia dan Organisasi*. Salemba Empat.

Murpiari, G. (2025). Pengaruh Stress Kerja, Kompetensi Dan Work LifeBalance Terhadap Kinerja Karyawan Cv FarisCollection, Sidoarjo. *Jurnal Ilmiah Ekonomi Dan Manajemen*, *3*(2), 519–532.

Nasib, T. L. G. (2021). Faktor-Faktor Penyebab Guru Mengalami Stres di Sekolah. *Educational Guidance and Counseling Development Jounal*, *4*(1), 17–28.

Nasution, M. I. (2017). Pengaruh Work Stress, Kepuasan Kerja, dan Komitmen Organisasi Terhadap Turnover Intention Medical Representative. *Jurnal Ilmiah Manajemen*, *VII*(3), 407–428.

Noe. (2018). *Fundamentals of Human Resource Management 8th ed.* McGraw-Hill Education.

Novitasari, M. (2022). Outsourcing Turnover Analysis at PT Bank Negara Indonesia's Digital Operational Division. *KnE Social Sciences*, *2022*, 292–311. https://doi.org/10.18502/kss.v7i9.10946

Pamungkas, R. A., & Sudiro, A. (2024). Pengaruh Worklife balance dan Kompensasi Terhadap Turnover Intention Karyawan Generasi Milenial. *Jurnal Kewirausahaan Dan Inovasi*, *3*(4), 1034–1044.

Parwoto, Hartono, S., & Istiqomah. (2017). Pengaruh Kompensasi, Kepemimpinan, dan Work Stress terhadap Kinerja Karyawan PT PLN (PERSERO) Area Surakarta. *Jurnal Ekonomi Dan Kewirausahaan*, *17*(2), 353–361.

Poulose, S., & Susdarsan, N. (2014). Work- Life Balance : A Conceptual Review. *International Journal of Advances in Management and Economics*, *3*(2), 1–17.

Prasetyo, E. T., & Marlina, P. (2019). Pengaruh Disiplin Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan. *Jurnal Manajemen Ekonomi Dan Bisnis*, *3*(1), 21–30.

Respati, B. W., Ihwanudin, M., & Kurniawati, M. (2023). Pengaruh Kualitas Kehidupan Kerja dan Keseimbangan Kehidupan Kerja Terhadap Performa Karyawan: Peran Mediasi Kepuasan Kerja. *Jurnal Manajerial*, *10*(02), 179. https://doi.org/10.30587/jurnalmanajerial.v10i02.5363

Riana, D., & Agatha, V. Y. (2019). Pengaruh Konflik Kerja, Work Stress, dan Lingkungan Kerja Terhadap Karyawan Perusahaan Kantong Plastik Keris Surakarta. *Bhirawa*, *3*(1), 1–8.

Riyanto, S. (2020). *Metode Riset Penelitian Kuantitatif Penelitian di Bidang Manajemen, Teknik, Pendidikan dan Eksperimen*. CV Budi.

Rosyad. (2018). *Pengaruh Promosi Jabatan Dan Beban Kerja Terhadap* Turnover Intention *Karyawan Pt. Cipta Sarina Vidi*. Universitas Negeri Yogyakarta.

Safitri, N., Khairawati, Aiyub, & Likdanawati. (2023). Pengaruh Beban Kerja, Konflik Peran Dan Iklim Organisasi Terhadap Work Life-Balance Pada Pegawai Peran Ganda DiKantor Bupati Kabupaten Bireuen. *Jurnal Visioner & Strategis*, *12*(2), 25–35.

Sari, R. E. R., Dewi, R. S., & Hadi, S. P. (2024). Worklife balance , Stres, Dan Job Satisfaction: Mengeksplore Pengaruhnya Terhadap Turnover Intention Pada Buruh Perempuan. *Equilibrium : Jurnal Ilmiah Ekonomi, Manajemen Dan Akuntansi*, *13*(2), 515. https://doi.org/10.35906/equili.v13i2.2071

Setiyo, D., & Eko Saputra, F. (2025). SEIKO : Journal of Management & Business Pengaruh Worklife balance Terhadap Turnover Intention Dengan Work Stress Sebagai Variabel Mediasi Pada Karyawan Generasi Z Di Bandar Lampung. *SEIKO : Journal of Management & Business*, *8*(2), 284–294.

Shabrina, D., & Zenita, I. R. (2020). Hubungan Antara Worklife balance Dengan Kepuasan Kerja Pada Karyawan PT. Pertani (Persero). *Empati*, *8*(hubungan antara Worklife balance dengan kepuasan kerja pada karyawan PT.Pertani (persero)), 27–32.

Sosioedukasi
JURNAL ILMIAH ILMU PENDIDIKAN DAN SOSIAL
ISSN: 2086-6135 E-ISSN: 2541-612x
Volume 15 No. 4 Desember 2026 https://ejournal.unibabwi.ac.id/index.php/sosioedukasi/index

Sofiana, E., Wahyuarini, T., & Novieyana, S. (2020). Pengaruh Beban Kerja dan Stress Kerja Terhadap Kinerja Staf Pengajar Politeknik Negeri Pontianak. *Inovasi Bisnis*, *8*, 1–15.

Sugiyono. (2018). *Metode Penelitian dan Pengembangan*. Alfabeta.

Sugiyono. (2019). *etode Penelitian Dan Pengembangan Research & Development*. Alfabeta.

Supriadi, K. V, Trang, I., Rogi, M. H., Ekonomi, F., Manajemen, J., & Ratulangi, U. S. (2021). *Jurnal EMBA Vol . 9 No . 3 Juli 2021 , Hal . 1215 - 1224*. *9*(3), 1215–1224.

Suraharta, I. M., & Ma'rifat, I. I. J. R. A. (2024). *The Impact Of Work- Life Balance and Job Stress on* Turnover Intention *With Job Satisfaction as a Mediator at Regional Public Company Berintan Market Cirebon City*. *2*(3), 306–312.

Suryanto, A., Fitriati, R., Natalia, S. I., Oktariani, A., Munawaroh, M., Nurdin, N., & AHN, Y. hoon. (2022). Study of working from home: the impact of ICT anxiety and smartphone addiction on lecturers at NIPA School of Administration on job performance. *Heliyon*, *8*(12), e11980. https://doi.org/10.1016/j.heliyon.2022.e11980

Tambunan, D. R. (2024). Pekerja Indonesia Jarang Stress, Terendah di ASEAN. *Rri.Co.Id*. https://rri.co.id/bogor/kesehatan/1211205/privacy.html

Wahyudi, I., Nurmalasari, A., Bikorin, B., Akmal, M., & Primartono, R. (2024). Kajian Literatur : Faktor Yang Mempengaruhi Turnover Intention Karyawan Dalam Manajemen Sumber Daya Manusia Institut Sains & Teknologi Akprind Yogyakarta tenaga kerja dalam suatu perusahaan . Faktor-faktor seperti kurangnya pengakuan terhadap bakat serta. *Jurnal Manuhara: Pusat Penelitian Ilmu Manajemen Dan Bisnis*, *2*(2), 47–53.

Wardhani, & Shashamie, A. (2023). Manajemen Stres Pekerjaan: Penerapan Cognitive Behavior Therapy dan Teknik Cognitive Restructuring Sebagai Strategi Kesejahteraan Karyawan. *Jurnal Penelitian Pengembangan Bimbingan Dan Konseling*, *1*(1), 26–34.

Wibowo. (2016). *Manajemen Kinerja, Edisi Kelima*. Rajagrafindo Persada.

Witriaryani, A. S., Putri, A., Jonathan, D., & Khairal, T. M. (2022). Pengaruh Work-life Balance dan Flexible Working Arrangement terhadap Job Performance dengan Dimediasi oleh Employee Engagement. *Fair Value: Jurnal Ilmiah Akuntansi Dan Keuangan*, *5*(2), 932–947. https://journalkopin.acd/index.php/fairvalue

Wulansari, O. D. (2023). Narrative Literature Review: Faktor-Faktor yang Mempengaruhi Work-Life Balance Oktufiani. *Psychopreneur Journal*, *7*(1), 15–28.