

## **ABSTRACT**

### ***The Influence of Balancing Personal Needs with Work Needs on Intention to Leave with Quality of Work Life and Job Satisfaction as Intervening Variables (Case Study of Generation Z Middle Scale Service Sector Employees in Jakarta)***

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*The concept of work-life balance is an important component of good work-life quality and employee satisfaction in the modern era, which is characterized by increasingly complex job dynamics and demands. Especially among generation Z, the desire to quit a job is becoming increasingly important. Research shows that generation Z tends to have higher expectations about the balance between their personal and work lives and the quality of their work environment. The intention to quit can be traced through 3 (three) factors, namely work-life balance, quality of work life, and job satisfaction. These three factors are thought to have a role in influencing the high and low intention to quit the company of generation z employees. Therefore, this study aims to determine whether there is an effect of work-life balance on employee job satisfaction with quality of work life and job satisfaction as intervening variables in generation z service employees in Jakarta. The research method was carried out quantitatively using data collection techniques through questionnaires with a total of 181 respondents. Data analysis used the SMARTPLS application.*

***Keywords: Work-Life Balance, Job Satisfaction, Quality of Worklife, Intention to Quit***

*Libraries* :  
*Publication Years* :