

ABSTRACT

The Effect of Career Development and Work-Life Balance on Turnover Intention through Job Satisfaction at PT XYZ.

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This research aims to examine the effect of Career Development, Work-Life Balance, Turnover Intention, and Job Satisfaction at PT XYZ. The research employs a quantitative approach, focusing on Turnover Intention at PT XYZ. The population in this study comprises 86 employees, and a saturated sample technique was used with the criteria of employees who have worked for at least one year and are permanent employees, resulting in a total sample size of 42. Data were collected through the distribution of questionnaires and analyzed using Structural Equation Modeling (SEM) based on Partial Least Squares (PLS) with SmartPLS 4.0 software for data processing. The results of the study indicate that Career Development and Work-Life Balance do not have a significant impact on Turnover Intention. Career Development and Work-Life Balance significantly influence Job Satisfaction. Job Satisfaction does not mediate the indirect effect of Career Development and Work-Life Balance on Turnover Intention.

Keywords: Career Development, Work-Life Balance, Job Satisfaction, Turnover Intention