

## **ABSTRACT**

### ***THE INFLUENCE OF WORK-LIFE BALANCE AND BURNOUT ON TURNOVER INTENTION OF GEN Z EMPLOYEES IN FINTECH STARTUP COMPANIES IN JAKARTA***

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*This research aims to determine the effect of Work-Life Balance and Burnout on Turnover Intention among Generation Z workers at Fintech Startup Companies in Jakarta. This research uses primary data in the form of a questionnaire distributed to 110 respondents. The analysis technique uses validity and reliability tests, classical assumption tests (normality test, multicollinearity test and heteroscedasticity test), multiple regression analysis, and hypothesis testing using the SPSS 23 application. The results of the research show that the results of the F test for Work-Life Balance and Burnout variables are consistent simultaneous influence on Turnover Intention among Generation Z workers at Fintech Startup Companies in Jakarta. The results of the t test on the Work-Life Balance variable have no significant effect on Turnover Intention, while Burnout has a positive and significant effect Turnover Intention in Generation Z workers at Fintech Startup companies in Jakarta.*

***Keywords: Work-Life Balance, Burnout, Turnover Intention***