

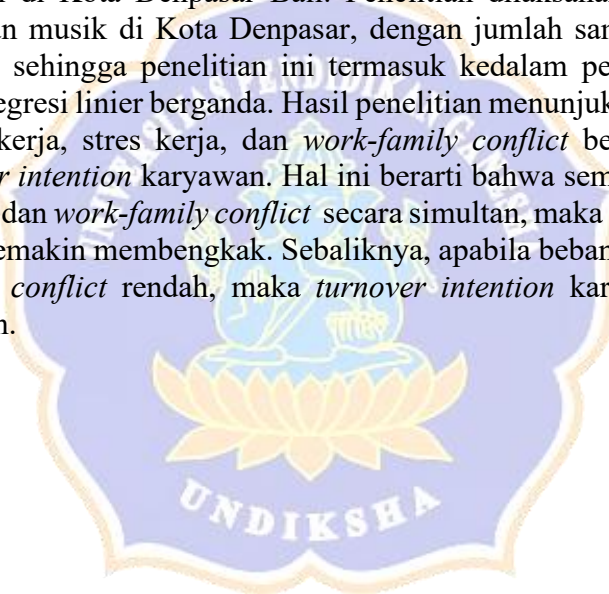
## ABSTRAK

Bhaskara, Ni Kadek Adisanti (2026), *Pengaruh Beban Kerja, Stres Kerja, dan Work-Family Conflict Terhadap Turnover Intention Karyawan Pada Lembaga Pelatihan Musik Nonformal di Kota Denpasar Bali*. Tesis, Program Studi Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: beban kerja, stres kerja, *work-family conflict*, dan *turnover intention*.

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja, stres kerja, dan *work-family conflict* terhadap *turnover intention* karyawan pada lembaga pelatihan musik nonformal di Kota Denpasar Bali. Penelitian dilaksanakan di salah satu lembaga pelatihan musik di Kota Denpasar, dengan jumlah sampel sebanyak 52 orang karyawan, sehingga penelitian ini termasuk kedalam penelitian populasi, dengan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa secara simultan beban kerja, stres kerja, dan *work-family conflict* berpengaruh positif terhadap *turnover intention* karyawan. Hal ini berarti bahwa semakin tinggi beban kerja, stres kerja, dan *work-family conflict* secara simultan, maka *turnover intention* karyawan akan semakin membengkak. Sebaliknya, apabila beban kerja, stres kerja, dan *work-family conflict* rendah, maka *turnover intention* karyawan juga akan semakin menurun.



## **ABSTRACT**

Bhaskara, Ni Kadek Adisanti (2026), *The Influence of Workload, Job Stress, and Work-Family Conflict on Employee Turnover Intention at Non-formal Music Training Institutions in Denpasar City, Bali*. Thesis, Management Science Study Program, Postgraduate Program, Ganesha University of Education.

*This thesis has been approved and reviewed by Supervisor I: Dr. Kadek Rai Suwena, S.Pd., M.Pd. and Supervisor II: Dr. M. Rudi Irwansyah, S.Pd., M.Pd.*

*Keywords: workload, job stress, work-family conflict, turnover intention.*

*This research aims to analyze the influence of workload, work stress, and work-family conflict on employee turnover intention at non-formal music training institutions in Denpasar City, Bali. The research was carried out at one of the music training institutions in Denpasar City, with a sample size of 52 employees, so this research is included in population research, with multiple linear regression analysis. The research results show that simultaneously workload, work stress, and work-family conflict have a positive effect on employee turnover intention. This means that the higher the workload, work stress and work-family conflict simultaneously, the more employee turnover intention will increase. Conversely, if workload, work stress and work-family conflict are low, employee turnover intention will also decrease.*

