

**PENGARUH LINGKUNGAN KERJA DAN *WORK-LIFE BALANCE*
TERHADAP *TURNOVER INTENTION* PADA KARYAWAN LOVINA
HAVEN *BOUTIQUE RESORT***

Oleh

Frida Wahyu Diantoro, NIM 2217041075

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja dan *work-life balance* terhadap *turnover intention* pada karyawan Lovina Haven *Boutique Resort*. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian kausal. Populasi dalam penelitian ini berjumlah 51 orang karyawan, dengan teknik pengambilan sampel menggunakan sampel jenuh sehingga seluruh anggota populasi dijadikan responden penelitian. Pengumpulan data dilakukan melalui penyebaran kuesioner menggunakan skala Likert, sedangkan analisis data menggunakan analisis regresi linear berganda dengan bantuan program IBM SPSS Statistics 2026. Hasil penelitian menunjukkan bahwa: (1) lingkungan kerja berpengaruh negatif dan signifikan terhadap *turnover intention*. (2) *Work-life balance* juga berpengaruh negatif dan signifikan terhadap *turnover intention*. (3) Secara simultan, lingkungan kerja dan *work-life balance* berpengaruh signifikan terhadap *turnover intention*. Nilai *Adjusted R²* sebesar 0,574 menunjukkan bahwa 57,4% variasi *turnover intention* dapat dijelaskan oleh lingkungan kerja dan *work-life balance*, sedangkan sisanya sebesar 42,6% dipengaruhi oleh variabel lain di luar penelitian. Berdasarkan hasil penelitian, perusahaan diharapkan mampu meningkatkan kualitas lingkungan kerja dan menerapkan kebijakan yang mendukung keseimbangan kehidupan kerja karyawan sebagai upaya mengelola tingkat *turnover intention* secara efektif.

Kata kunci: lingkungan kerja, *work-life balance*, *turnover intention*.

***THE EFFECT OF THE WORK ENVIRONMENT AND WORK-LIFE
BALANCE ON TURNOVER INTENTION AMONG EMPLOYEES AT
LOVINA HAVEN BOUTIQUE RESORT***

Oleh

Frida Wahyu Diantoro, NIM 2217041075

Management Department

ABSTRACT

This study aims to analyze the influence of the work environment and work-life balance on turnover intention among employees at Lovina Haven Boutique Resort. This study employs a quantitative approach with a causal research design. The population for this study consists of 51 employees, and a saturation sampling technique was used, meaning that all members of the population served as research respondents. Data collection was conducted by distributing a questionnaire using a Likert scale, while data analysis employed multiple linear regression using IBM SPSS Statistics 2026. The results indicate that: (1) the work environment has a negative and significant effect on turnover intention. (2) Work-life balance also has a negative and significant effect on turnover intention. (3) Simultaneously, the work environment and work-life balance have a significant effect on turnover intention. The adjusted R^2 value of 0.574 indicates that 57.4% of the variation in turnover intention can be explained by the work environment and work-life balance, while the remaining 42.6% is influenced by other variables outside the scope of this study. Based on these findings, companies are encouraged to improve the quality of their work environment and implement policies that support employees' work-life balance as a means of effectively managing turnover intention levels.

Keywords: *work environment, work-life balance, turnover intention.*