

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja, *burnout* dan *worklife balance* terhadap *turnover intention* karyawan millennial. Penelitian ini dilakukan dengan pendekatan kuantitatif. Pengumpulan data primer dilakukan dengan menyebarkan kuesioner pada sampel sebanyak 100 responden karyawan millennial yang berdomisili di Yogyakarta dengan item pertanyaan untuk semua variabel terbukti valid dan reliabel. Uji asumsi klasik menghasilkan model regresi data yang berdistribusi normal, tidak terjadi autokorelasi, tidak terjadi multikolinieritas, dan tidak terjadi heterokedastisitas. Hasil penelitian menunjukkan bahwa: (1) Beban Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention* Karyawan Millennial, (2) *Burnout* berpengaruh positif dan signifikan terhadap *Turnover Intention* Karyawan Millennial, (3) *Worklife Balance* berpengaruh positif dan signifikan terhadap *Turnover Intention* Karyawan Millennial, (4) Beban Kerja, *Burnout* dan *Worklife Balance* berpengaruh secara simultan terhadap *Turnover Intention* Karyawan Millennial. Hasil ini ditunjukkan oleh nilai signifikansi variabel Beban Kerja terhadap variabel *Turnover Intention* sebesar 0,008, variabel *Burnout* terhadap variabel *Turnover Intention* sebesar 0,031, variabel *Worklife balance* terhadap variabel *Turnover Intention* sebesar 0,022, dan hasil signifikansi variabel Beban Kerja, *Burnout* dan *Worklife Balance* terhadap *Turnover Intention* Karyawan Millennial sebesar 0,000. Dari hasil penelitian ini dapat disimpulkan bahwa beban kerja, *burnout* dan *worklife balance* memiliki pengaruh dan signifikan terhadap *Turnover Intention* Karyawan Millennial.

Kata Kunci: Beban Kerja, *Burnout*, *Worklife Balance*, *Turnover Intention*

ABSTRACT

The study aims to analyze the effect of workload, burnout and worklife balance on turnover intentions of millennial employees. This research was conducted with a quantitative approach. Primary data collection was conducted by spreading questionnaires on a sample of as many as 100 millennial employee respondents domiciled in Yogyakarta with question items for all variables proved valid and reliable. Classical assumption tests produce data regression models that are normal distributed, no autocorrelation occurs, does not occur multicollinearity, and heterocedasticity occurs. The results showed that: (1) Workload has a positive and significant effect on Turnover Intention of Millennial Employees, (2) Burnout has a positive and significant effect on Turnover Intention of Millennial Employees, (3) Worklife Balance has a positive and significant effect on Millennial Employees. Turnover Intention of Millennial Employees, (4) Workload, Burnout and Worklife Balance affects simultaneously on Turnover Intention of Millennial Employees. These results are indicated by the value of the significance of the Workload variable to the Turnover Intention variable of 0.008, the Burnout variable to the Turnover Intention variable of 0.031, the Worklife balance variable to the Turnover Intention variable by 0.022, and the result of the significance of the Workload variable, Burnout and Worklife Balance to Turnover Intention Millennial Employees of 0.000. From the results of this study it can be concluded that workload, burnout and worklife balance have an influence and significant impact on the Turnover Intention of Millennial Employees.

Keywords: *Workload, Burnout, Worklife Balance, Turnover Intention*