

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *work-family conflict*, *family-work conflict*, dan *turnover intentions* terhadap kinerja karyawan Gen Z di Indonesia. Generasi Z dikenal memiliki karakteristik unik, seperti kemampuan adaptasi digital yang tinggi dan kecenderungan mencari makna dalam pekerjaan, namun juga rentan mengalami stres akibat ketidakseimbangan peran kerja dan keluarga. Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan survei melalui kuesioner daring yang disebarakan kepada 84 responden dari kalangan karyawan Gen Z di Indonesia. Hasil penelitian menunjukkan bahwa secara parsial ketiga variabel independen, yaitu *work-family conflict*, *family-work conflict*, dan *turnover intentions* tidak berpengaruh signifikan terhadap kinerja karyawan. Namun, secara simultan ketiga variabel tersebut memberikan kontribusi dalam menjelaskan variasi kinerja karyawan Gen Z. Temuan ini menunjukkan bahwa meskipun tekanan dari konflik peran dan keinginan berpindah kerja dirasakan oleh karyawan Gen Z, faktor-faktor tersebut belum tentu secara langsung menurunkan kinerja mereka. Penelitian ini memberikan implikasi bagi manajemen perusahaan agar lebih memperhatikan keseimbangan peran kerja dan keluarga serta mengelola potensi turnover di kalangan karyawan Gen Z untuk meningkatkan kinerja secara optimal.

Kata kunci: *work-family conflict*, *family-work conflict*, *turnover intentions*, kinerja karyawan, Gen Z, Indonesia

ABSTRAK

This study aims to analyze the influence of work-family conflict, family-work conflict, and turnover intentions on the performance of Gen Z employees in Indonesia. Generation Z is known to have unique characteristics, such as high digital adaptability and a tendency to seek meaning in work, but they are also prone to stress due to an imbalance between work and family roles. The research method used is quantitative with a survey approach through an online questionnaire distributed to 84 respondents from among Gen Z employees in Indonesia. The results of the study indicate that, partially, the three independent variables work-family conflict, family-work conflict, and turnover intentions do not significantly influence employee performance. However, simultaneously, these three variables contribute to explaining variations in Gen Z employee performance. These findings suggest that although Gen Z employees experience pressure from role conflicts and turnover intentions, these factors do not necessarily directly reduce their performance. This study has implications for company management to pay more attention to the balance between work and family roles and manage potential turnover among Gen Z employees to optimize performance.

Keywords: *work-family conflict, family-work conflict, turnover intentions, employee performance, Gen Z, Indonesia.*