

# ANALYSIS OF THE INFLUENCE OF WORK-LIFE BALANCE AND WORK ENGAGEMENT ON TURNOVER INTENTION ON MILENIAL AND GENERATION Z IN INDONESIA

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## Abstract

Human Resource Management is one of the important assets for companies, because every company wants to avoid mistakes from their employees and increase income and performance by having employees with good performance. One of the problems in HRM is turnover intention. A high level of turnover intention will have a negative impact on the company and is related to the stability of the workforce conditions. Over time, the labor force undergoes intergenerational changes, employees from the previous generation continue to the next generation. Based on the Population Census conducted by BPS in 2020, it shows where the population of the Millennial generation is 69.90 million people, Z is 75.49 million and the baby boomer generation is 31.23 million and Generation X is 59.11 million. This shows that the future workforce will be dominated by the Millennial Generation and Generation Z. However, the current phenomenon shows that Millennials and Generation Z have high turnover intention or low loyalty. Based on the problem above, researchers want to find out whether work engagement and work-life balance affect turnover intention in workers from the Millennial Generation and Generation Z in Indonesia. In this study, quantitative studies were conducted using questionnaires as data collection. The author used a program called Partial Least Square with a target of 140 respondents. Based on the results, it was found that Work-Life Balance in Generation Z has a negative influence on Turnover Intention, while the relation between Work Engagement and Turnover Intention is negative but not significant.

## Keywords:

Human Resource Management, Turnover Intention, Work-Life Balance, Work Engagement