

**PENGARUH *SELF-EFFICACY* DAN *WORKLOAD* TERHADAP
TURNOVER INTENTION MELALUI *WORK LIFE BALANCE* SEBAGAI
VARIABEL INTERVENING KANTOR PUSAT WAROENG SPESIAL
SAMBAL “SS” YOGYAKARTA**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh langsung *selfefficacy* terhadap *turnover intention*, pengaruh langsung *workload* terhadap *turnover intention*, pengaruh tidak langsung *selfefficacy* terhadap *turnover intention* dengan *worklife balance* sebagai interveningnya dan pengaruh tidak langsung *workload* terhadap *turnover intention* dengan *worklife balance* sebagai interveningnya. Kajian ini fokus pada subjek penelitian Karyawan Kantor Pusat Waroeng Spesial Sambal “SS” di Yogyakarta. Penelitian ini menggunakan metodologi kuantitatif dengan menggunakan alat analisis statistik Program SPSS dengan jumlah 44 responden berjenis kelamin laki-laki 11 orang (40%) dan perempuan 27 orang (60%), berusia 20-30 tahun sebanyak 30 orang (68%), berpendidikan SMA/SMk sebanyak 14 orang (31 %), Diploma sebanyak 7 orang (17%) dan Sarjana berjumlah 23 orang (51%) serta berjabatan staff sebanyak 9 orang (19%), Karyawan sebanyak 35 orang (78%). Karyawan Kantor Pusat Waroeng Spesial Sambal “SS” di Yogyakarta. Pengumpulan data dalam penelitian ini menggunakan kuesioner. Responden karyawan Kantor Pusat Waroeng Spesial Sambal “SS” di Yogyakarta. Pengumpulan data dalam penelitian ini menggunakan kuesioner. Hasil Penelitian ini membuktikan bahwa (1) *selfefficacy* tidak berpengaruh terhadap *turnover intention* pada karyawan Kantor Pusat Waroeng Spesial Sambal “SS” 2) *workload* tidak berpengaruh terhadap *turnover intention* pada karyawan Kantor Pusat Waroeng Spesial Sambal “SS”. (3) *worklife balance* mampu memediasi *selfefficacy* terhadap *turnover intention* pada karyawan Kantor Pusat Waroeng Spesial Sambal “SS” (4) *worklife balance* mampu memediasi *workload* terhadap *turnover intention* pada karyawan Kantor Pusat Waroeng Spesial Sambal “SS”.

Kata kunci: *selfefficacy*, *workload*, *worklife balance* dan *turnover intention*

***THE INFLUENCE OF SELF-EFFICACY AND WORKLOAD ON
TURNOVER INTENTION THROUGH WORK LIFE BALANCE AS AN
INTERVENING VARIABLE KANTOR PUSAT WAROENG SPESIAL
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ABSTRACK

This research intends to understand the direct influence of self-efficacy towards turnover intention, the direct influence of workload towards turnover intention, indirect influence of self-efficacy towards turnover intention with Work-Life Balance as intervening, and indirect influence of workload towards turnover intention with work-life balance as intervening. This research focuses on Karyawan Kantor Pusat Waroeng Spesial Sambal "SS" Yogyakarta as the research subject. This research uses quantitative methodologies by using the SPSS statistical analysis tool program supported with the population of 44 respondents 11 people (40%) were male and 27 people were female (60%), 30 people aged 20-30 years (68%), 14 people had a high school/vocational education (31%), 7 people had a diploma (17 %) and Bachelors amounted to 23 people (51%) and 9 people held staff positions (19%), 35 employees (78%) of the employee of the Head Office Waroeng Spesial Sambal "SS" Yogyakarta. The data collection in this study used a questionnaire. The result of the study proves that (1) selfefficacy has no effect on turnover intention of Head Office Waroeng Spesial Sambal "SS" employees and (2) workload does not influence the turnover intention in Head Office Waroeng Spesial Samba "SS" employees. 3) work-life balance can mediate self-efficacy on turnover intention in SS Waroeng Spesial Sambal employees; 4) work-life balance can mediate the workload on the turnover intention of SS Waroeng Spesial Sambal employee.

Keywords: selfefficacy, workload, worklife balance dan turnover intention