

## ABSTRAK

**PENGARUH BEBAN KERJA, *PERCEIVED ORGANIZATIONAL SUPPORT*,  
DAN *WORK-LIFE BALANCE* TERHADAP *TURNOVER INTENTION* PADA  
KARYAWAN SALES PT. BUDIMAS MAKMUR MULIA WILAYAH KLATEN**

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## ABSTRACT

There is a phenomenon of high employee turnover in the sales department of PT. Budimas Makmur Mulia in the Klaten region, where employees feel that high workloads and a lack of organisational support trigger a desire to seek other employment. Therefore, this study aims to analyse the influence of workload, perceived organisational support (POS), and work-life balance on employees' turnover intention. This study employs a quantitative approach utilizing descriptive analysis and multiple linear regression analysis. The respondents consist of all 42 sales employees at PT. Budimas Makmur Mulia Klaten, selected through a saturated sampling or census technique. The results indicate that workload has a positive and significant effect on turnover intention. Conversely, perceived organizational support and work-life balance both exert a negative and significant influence on turnover intention. Simultaneously, all three independent variables significantly impact employee turnover intention.

**Kata Kunci:** *Workload, Perceived Organizational Support, Work-Life Balance, Turnover Intention, Sales*