

Analysis Of Work Overload, Work-Life Balance And Rewards On Employees' Turnover Intention: A Case Study At PT Tupai Adyamas Indonesia In The Garment Industry

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Abstract

The main focus of this study is to find out how excessive work overload, work-life balance, and reward on employee turnover intention: a case study at PT Tupai Adyamas Indonesia in the garment industry. The method used in this study is a quantitative method, using primary data with a data collection method using a questionnaire. With a population of 1200 employees. the technique applied in this study is a random sampling technique with a sample of 100 employees. Using a likert scale measurement processed using SPSS 23 software, by applying multiple linear regression analysis methods. The findings of this study reveal that work overload and work life balance have a positive and significant effect on employee turnover intention, while the reward variable does not affect employee turnover intention.

Keywords: Work Overload, Work-Life Balance, Reward, Turnover Intention