

## **ABSTRACT**

*Intention to leave is one of the most researched issues in organizational analysis because a less competent employee can negatively impact an organization's competitive advantage. Incompetent employees can be caused by work-family conflicts and work-family conflicts when they work. In this study, burnout was used as an intermediary variable to define and assess the impact of work-family conflict and family-work conflict on the desire to cease working.*

*This research was conducted at PT. Batang Apparel Indonesia. The population of this research was employees who were married at PT. Batang Apparel Indonesia. A proportionate random sampling approach was used to choose the samples, which included 82 respondents. Data collection was carried out by distributing questionnaires using a Likert scale. The data analysis technique utilized multiple regression.*

*The results showed that (1) the decision to leave PT. Batang Apparel Indonesia was positively and significantly impacted by work-family conflict, (2) the intention to leave PT. Batang Apparel Indonesia was positively and significantly impacted by family-work conflict., (3) work-family conflict among PT. Batang Apparel Indonesia employees had a favorable and substantial impact on the desire to leave, which was mediated by burnout, and (4) work-family conflict within PT. Batang Apparel Indonesia employees had a positive and significant effect on the desire to leave, which was mediated by burnout.*

*Keywords : Work – Family Conflict, Family – Work Conflict, Burnout, and Turnover Intention*