

ABSTRACT

This study aims to analyze the influence of work-life balance and perceived organizational support on intention to stay, with employee engagement as a mediating variable. Work-life balance and perceived organizational support are used as independent variables, intention to stay as dependent variable, and employee engagement as mediating variable.

The population of this study consists of 100 permanent employees of Bank BJB, Sumber Cirebon Branch. The entire population was used as the sample, applying a census method. Data were collected through questionnaires and analyzed using the Partial Least Squares-Structural Equation Modeling (PLS-SEM) method via SmartPLS 4.1 software.

The results indicate that work-life balance has a positive but not significant effect on intention to stay. Meanwhile, perceived organizational support has a significantly positive effect on intention to stay. Mediation testing results show that employee engagement can serve as a mediating variable between work-life balance and intention to stay, as well as between perceived organizational support and intention to stay.

Keywords: Work-Life Balance, Perceived Organizational Support, Intention to Stay, Employee Engagement, PLS-SEM. SmartPLS,