ABSTRACT

The purpose of this study is to analyze the effect of work stress on intention to stay, job satisfaction on intention to stay, work stress on work-life balance, job satisfaction on work-life balance and work-life balance on intention to stay.

The object of this study are employees at 2 garment companies. The sample technique used is purposive sampling, with sample size of 105employees. Data are collected through distributing questionnaires. The analysis technique used is SEM – PLS (structural equation modeling-partial least square) by smartpls.

The results of testing the proposed hypothesis indicate that work stress has a negative and significant effect on work-life balance, it can be concluded that hypothesis 1 (H1) is accepted. Job satisfaction has a positive and significant effect on work-life balance, it can be concluded that hypothesis 2 (H2) is accepted. Work stress has a negative and significant effect on intention to stay, it can be concluded that hypothesis 3 (H3) is accepted. Job satisfaction has a positive and significant effect on intention to stay, it can be concluded that hypothesis 4 (H4) is accepted. Work-life balance has a positive and significant effect on intention to stay, it can be concluded that hypothesis 5 (H5) is accepted.

Keywords: Work Stress, Job Satisfaction, Work-life Balance, Intention to Stay

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