ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *work-life balance*, lingkungan kerja, dan *burnout* terhadap *turnover intention* dengan komitmen organisasi sebagai variabel mediasi pada pekerja migran Generasi Z Indonesia di Prefektur Kagawa, Jepang. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data penelitian diperoleh melalui penyebaran kuesioner kepada pekerja migran Generasi Z Indonesia di Kagawa, Jepang, dengan jumlah responden yang dapat dianalisis sebanyak 98 responden. Analisis data dilakukan menggunakan *Structural Equation Modeling-Partial Least Squares* (SEM-PLS) dengan bantuan *WarpPLS*. Variabel penelitian terdiri atas *work-life balance*, lingkungan kerja, *burnout*, komitmen organisasi, dan *turnover intention*. Hasil penelitian menunjukkan bahwa *work-life balance* berpengaruh positif dan signifikan terhadap komitmen organisasi dengan nilai *path coefficient* sebesar 0,491 dan p-value < 0,001. Lingkungan kerja berpengaruh positif dan signifikan terhadap komitmen organisasi dengan *path coefficient* sebesar 0,411 dan *p-value* < 0,001. *Burnout* berpengaruh positif dan signifikan terhadap komitmen organisasi dengan *path coefficient* sebesar 0,386 dan *p-value* < 0,001. Selanjutnya, *work-life balance* berpengaruh positif dan signifikan terhadap *turnover intention* dengan *path coefficient* sebesar 0,243 dan *p-value* sebesar 0,006. Lingkungan kerja berpengaruh positif dan signifikan terhadap *turnover intention* dengan *path coefficient* sebesar 0,301 dan *p-value* < 0,001. *Burnout* berpengaruh positif dan signifikan terhadap *turnover intention* dengan *path coefficient* sebesar 0,266 dan *p-value* sebesar 0,003. Komitmen organisasi juga berpengaruh signifikan terhadap *turnover intention* dengan *path coefficient* sebesar 0,411 dan *p-value* < 0,001. Pengujian mediasi menunjukkan bahwa komitmen organisasi secara signifikan memediasi hubungan *work-life balance* terhadap *turnover intention* (*indirect effect* = 0,068; p = 0,002), lingkungan kerja terhadap *turnover intention* (*indirect effect* = 0,068; p = 0,007), dan *burnout* terhadap *turnover intention* (*indirect effect* = 0,068; p = 0,011). Temuan penelitian menunjukkan bahwa komitmen organisasi memiliki peran penting sebagai variabel mediasi dalam menjelaskan hubungan antara faktor pekerjaan dan *turnover intention* pada pekerja migran Generasi Z Indonesia di Kagawa, Jepang.

Kata kunci: *work-life balance,* lingkungan kerja*, burnout*, komitmen organisasi dan *turnover intention.*

ABSTRAC

This study aims to analyze the effects of work-life balance, work environment, and burnout on turnover intention with organizational commitment as a mediating variable among Indonesian Generation Z migrant workers in Kagawa Prefecture, Japan. This study employed a quantitative approach using a survey method. The data were collected through questionnaires distributed to Indonesian Generation Z migrant workers in Kagawa, Japan, with a total of 98 valid respondents. Data analysis was conducted using Structural Equation Modeling-Partial Least Squares (SEM-PLS) with the assistance of WarpPLS. The variables examined in this study consisted of work-life balance, work environment, burnout, organizational commitment, and turnover intention. The results showed that work-life balance had a positive and significant effect on organizational commitment, with a path coefficient of 0.491 and a p-value < 0.001. Work environment had a positive and significant effect on organizational commitment, with a path coefficient of 0.411 and a p-value < 0.001. Burnout had a positive and significant effect on organizational commitment, with a path coefficient of 0.386 and a p-value < 0.001. Furthermore, work-life balance had a positive and significant effect on turnover intention, with a path coefficient of 0.243 and a p-value of 0.006. Work environment had a positive and significant effect on turnover intention, with a path coefficient of 0.301 and a p-value < 0.001. Burnout had a positive and significant effect on turnover intention, with a path coefficient of 0.266 and a p-value of 0.003. Organizational commitment also had a significant effect on turnover intention, with a path coefficient of 0.411 and a p-value < 0.001. The mediation analysis showed that organizational commitment significantly mediated the relationship between work-life balance and turnover intention (indirect effect = 0.068; p = 0.002), work environment and turnover intention (indirect effect = 0.068; p = 0.007), and burnout and turnover intention (indirect effect = 0.068; p = 0.011). These findings indicate that organizational commitment plays an important mediating role in explaining the relationship between work-related factors and turnover intention among Indonesian Generation Z migrant workers in Kagawa, Japan.

Keywords: *work-life balance, work environment, burnout, organizational commitment, turnover intention.*