Worklife Balance, Occupational Health and Safety (K3) and Turnover Intention: Study At PT. Prosperous People of the Archipelago

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Abstract

The research conducted aims to examine the influence of Occupational Safety and Health (K3) and the work-life balance that occurs on turnover intention of millennial employees at PT. Prosperous People of the Archipelago. This study used a total sample of 103 respondents. Purpose sampling is a sampling technique that has the following criteria 1) millennial generation aged 20 to 38 years, 2) Employees working in the production department, and 3) having male and female gender. The analysis technique used in this study is multiple linear regressions. Based on the research that has been done, it can be concluded that in fact work life balance has a negative effect on turnover intention, while K3 has a positive influence on turnover intention. This can be proven by the presence of a sig value smaller than alpha 0.05.

I. Introduction

Increasing competitive pressures affect companies which then spur companies to get maximum profits by minimizing resources (Nurdin & Rohaeni, 2020a). In this case, one of the variables that has a dominant role is human resources. Human resources who are unable to carry out their obligations properly will affect the company's efforts to achieve the specified targets(Ardana, 2017a).The direction and goals of a company can be achieved optimally if a company has superior human resources (Iswardhani, 2019).In order to achieve the company's goals, superior human resources are an important factor to pay attention to.The achievement targets set by the company are things that must be done in order to achieve company goals.With globalization, workers who cannot keep up with their developments will perceive job targets as a burden.It is not uncommon for a worker to think that his work is a must and a demand so that it becomes a burden.With the thought that work is a must that becomes a burden, workers with a low work ethic will feel uncomfortable with their jobs.In addition, not maintaining a balance between work and life outside of work has the potential to cause psychological (mental) disorders which will reduce productivity

Work-life balanceis very important.work-life balanceis the ability to balance time at work and time outside of work(Nurdin & Rohaeni, 2020b). Not everyone has a good ability to manage work time and time outside of work.work-life balancealso interpreted as the ability to manage work time with time other than work with examples of hobbies, health, spiritual, recreation, and social(Nurdin & Rohaeni, 2020b). In managerial policy,work-life balanceis something that is very important to do because poor work-life balance management can cause

dissatisfaction at work thereby increasing turnover intention or the desire of workers to leave their jobs.(Vellya et al., 2016a).

There is a study which states that work-life balance has a significant negative effect on turnover intention (Hafid & Prasetio, 2017).This means that it is very important for companies to ensure their employees have a good balance between their work and personal lives. Paying attention to work life balance can reduce the tendency of employees to do turnover. One way to reduce turnover intention is to pay attention to the work life balance of employees.

Occupational safety is very important when we work. This means that we need to make sure that we are safe from accidents and not injured while we are doing our jobs. If we don't follow safety rules, we can get seriously injured and even suffer from long-term illnesses. It's like taking care of ourselves while we work(Kenanga et al., 2020). According to(Visionida et al., 2017), safety means ensuring workers are safe and cared for in their workplace. This includes making sure they have everything they need to be physically, emotionally and materially safe. In Indonesia there are many work accidents which are a big problem. This accident happened while people were working.

Study (Alfi mardiana, 2019)it was found that when people feel insecure at work and dislike the work environment, they are more likely to want to quit their jobs. This means that when work is not safe or enjoyable, people are less likely to leave their jobs. Therefore, it can be interpreted that work safety and turnover intention have a negative relationship. To advance the company's cooperation with its employees, work safety needs to be improved so that employees do not have a high turnover intention so that the turnover intention rate will decrease. When people really want to quit their job, they may not follow the rules at work and not do their job well. If someone really wants to quit their job, they're usually not doing a good job.

Based on several previous studies, it was also concluded that when people have a good level of work life balance, it will have a positive effect on turnover intention.(Prayogi et al., 2019)And(Vella et al., 2016).On the other hand, research conducted byHafid (2017)AndNurdin & Rohaeni (2020)explained that if a person has a good level of work life balance, then the level of turnover intention in that person will decrease. From the several studies that have been conducted, different results have been found, so more research is needed to find out what other things might also influence why people leave their jobs or turnover intention.

Based on the explanation above, there are two formulations of the problem to be discussed. The first is 1) Is the level of turnover intention of employees affected by work life balance, and 2) Can turnover intention of employees be affected by the level of occupational safety and health. From the formulation of the research problem, a goal will be obtained, namely to test whether work life balance has an influence on employee turnover intention and to test whether occupational safety and health (K3) has an influence on employee turnover intention.

II Review of Literature

2.1 Worklife Balance

*work-life balance*is the freedom of employees to set working hours flexibly which is useful for finding a balance between doing work and doing things they like outside of work such as spending time with family, doing hobbies, creating art, and studying(Ganapathi & Gilang, 2016). Worklife balance is an effort to balance personal life and work. An obvious example of good balance is when one can do a good job at work but also make sure to spend time with family(Utomo et al., 2019).

To reduce conflicts caused by workload and social life, work-life balance is present as a solution to these problems. This means that companies must try to help employees to improve employee work life balance. That way employees can handle work while remaining responsible for their families. To achieve a perfect work balance, companies need to establish a policy on work life balance and employees need to have a high commitment and work professionally in order to respond to the company's good faith in policies towards its employees.(Qodrizana & Musadieq, 2018). Supported by Kairi(2018)Whichstates is an individual's ability to form a balance between personal life and work that serves to minimize conflict is called work-life balance. According to Khairi, the work-life balance indicator (2018)namely: 1) work interferes with personal life (Work Interference With Personal Life); 2) personal life interferes with work (Personal Life With Interference work); 3) personal life enhances work (Personal Life Enhancement Of Work); 4) work enhances personal life (Work Enhancement Of Personal Life).

2.2 Occupational Health and Safety

Occuational accidents or occupational diseases are a risk that comes from a job. Executors, types of production, equipment used, materials used, building layout, and level of management effectiveness are factors that affect occupational accidents and diseases.(Rawis et al., 2016). Efforts to prevent work accidents can be carried out by paying attention to occupational safety and health(Diansari & Romadhoni, 2019a). According to(Visionida et al., 2017)defines occupational safety and health (K3) as a company effort to ensure that workers have a safe and happy workplace. This is about the ability to keep workers from getting hurt while doing their job.

Pane(2021)said that occupational safety and health is a comfortable feeling to be in the workplace so that it helps workers to do their job well.(Purwanti, 2017) explains that occupational safety and health includes compliance with the protection of employee work from any hazards that may occur in the workplace. The goal of employee safety itself is to keep workers safe, ensure that everyone in the workplace is safe, and take care of the tools and equipment used for work.(Andi Adam, 2019)explains that occupational safety and health is about being protected and not getting hurt or losing anything while working. K3 indicator accordingAndi Adam (2019)namely: 1) the condition of the work environment; 2) air regulation; 3) lighting settings; 4) use of work equipment; 5) physical and mental condition of employees.

2.3 Turnover Intention

The desire of workers to leave their jobs is known as turnover intention.*turnover intention*also interpreted as a worker's thought to find a new job that is better than his current job, which is only a wish. Turnover intention can cause actual turnover(Vellya et al., 2016b). From this understanding, it can be concluded that turnover intentionis the feeling of discomfort felt by workers towards their current job, giving rise to thoughts of looking for a new job.

(Satwari et al., 2016)there are 3 elements in turnover intention, namely the thought of leaving the work organization, looking for a new job, and the feeling of wanting to leave the job. The indicators of turnover intention are: 1) Desire to leave work, 2) Consideration to find a new job. 3) Actively looking for work, meaning that employees will be active in looking for new jobs(Oktaviani, 2017a). There are 3 indicators in Turn over intention, namely: 1.) Thinking of Quitting, the tendency of employees to consider their status as employees in a job to survive or look for a new job. 2.) Intention to search for alternatives, the desire of employees to find a new job elsewhere. 3.) Intention to Quit, explains the employee's interest in leaving the work organization(Oktaviani, 2017b).

2.4 Effect of Worklife Balance on Turnover Intention

Vellya et al., (2016)explains that employee turnover intention is significantly influenced by work life balance. This research describes two events that can be used to describe how well a person implements work-life balance. The two ways are: 1) Work Interference with Personal Life, the influence of work on the disruption of employee personal life. 2) Personal Life Interference with Work, the influence of personal life on employees on performance at work. The results of this study indicate that the balance of time is influenced by the employee turnover rate at PT. Astra International. In another study, it was concluded that the work-life balance of PT Mustika Dharmajaya production division employees affects turnover intention(Nugraha, 2019). From this study, it can be concluded that work life balance has a negative effect on turnover intention. That is, the higher the work-life balance in terms of standard hours for work and a fair workload, the lower the turnover intention. Based on some of these studies, it can be concluded that a hypothesis is:
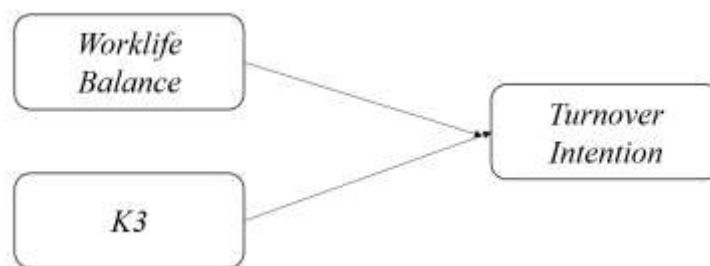
H_1: Worklife balance affects Turnover Intention

2.5 The Effect of Occupational Safety and Health on Turnover Intention

Companies need to guarantee employee protection which is useful for establishing work safety. Creating work safety means ensuring that workers feel safe and comfortable while doing their job. This is important because when workers feel safe, they will not feel afraid or worried while working. Occupational safety is like making the workplace of workers a safe and peaceful placel(Reskiputri, 2019). Indrawati (2019)conducted a study which showed that the relationship between K3 and turnover intention has a negative effect. It can be said, if the company carries out the occupational health and safety program properly, employees feel comfortable to survive so they don't leave the company, by themselves the employees will be responsible for carrying out their obligations as workers. This attitude shows that the employee has a commitment to the place where he works. Commitment from employees will increase if a company has implemented good OSH. From the arguments and exposure of previous research, a second hypothesis can be found as follows:

H2: Occupational Safety and Health have an effect on Turnover Intention.

2.6 Research Model

Figure 1. Research Model of the Effect of Worklife Balance and Occupational Health and Safety on Turnover Intention

III. Research Methods

3.1 Types of research

In this study, usedexplanatory research. According toSugiyono (2012), explanatory research is a research method that explains the position of the variables studied and the impact of one variable on another. Researchers interested in using explanatory research methods is to test the existing hypotheses. By doing this research, it is hoped that it can explain the relationship between the independent and dependent variables in the hypothesis.

3.2 Population and Sample

An area consisting of objects or subjects with certain qualities and characteristics is called a population (Annaria, 2018). The population is determined by the researcher with the aim of being analyzed. Based on this analysis, a conclusion can be found. In this study, the population used is243 employeesfrom PT. Prosperous People of the Archipelago.

The author uses nonprobability sampling as a sampling technique. Nonprobability sampling is a sampling technique in which sample members are determined by not giving each element the same probability (Sawari et al., 2016). Choosing the most suitable sampling for a particular job and can solve the problem in a certain way is called a purposive sampling technique (Oktaviani, 2017b). Because the sample in this study has criteria such as 1) Millennials with an age category of 20 to 38 years. 2) Production division employees, and 3) Having male and female gender, the method used is purposive sampling.

3.3 Data collection technique

Questionnaire is a technique used in this study to collect data. Respondents will be given a list of questions to answer in the link provided. Respondents will be asked to provide answers that have been previously filled in to the researcher. The purpose of distributing the questionnaire itself is to obtain respondent data related to work life balance, work safety and turnover intention.

3.4 Data analysis technique

In this study using an analysis to determine the magnitude of the influence simultaneously two or more independent variables, namely multiple linear regression analysis. In this study SPSS (Statistics Package for the Social Science) software was also used to perform data processing. The equation of multiple regression is as follows:

Turnover Intention= a + b1 Worklife Balance1 + b2k3 + e………… (1)

IV. Results and Discussion

4.1 Results

The required sample is obtained by contacting the leadership of PT. Prosperous People of the Archipelago. After asking for approval to make employees of PT. The people of Makmur Nusantara as a sample were asked to fill out a questionnaire via the Google form. The total number of respondents is 103 respondents.

4.2 Descriptive Statistical Characteristics of Respondents

Table 3. Descriptive Characteristics of Respondents

No	Category	Sub Categories	Amount	Percentage
1	Age	21 - 26 years	19	18%
		27 - 32 years	31	30%
		33 - 38 years	37	36%
		39 - 42 years	16	16%
2	Gender	Man	74	72%
		Woman	29	28%
3	Length of work	< 5 years	12	12%
		6 - 9 Years	73	71%
		10 - 12 years	18	17%

Source: Processed primary data, 2021

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		6 - 9 Years	73	71%
		10 - 12 years	18	17%

Source: Processed primary data, 2021

In this study asked a group of people with a certain age. The number of samples in the first group, the age range between 21 years - 26 years, is 19 employees or 18%. The number of samples in the second group, age range 27 years - 32 years, is 31 employees or 30%. The number of samples in the third group, age range 33 years - 38 years, is 37 employees or 36%. The number of samples in the last group, age range 39 years - 42 years, is 16 employees or 15%. Of the total respondents, there were 74 people or 72% of respondents who were male, and the rest were women. Overall, 12% of them are employees with less than 5 years of service, 73% of employees with 6-10 years of service, and 17% of employees with 10 to 12 years of service.

4.3 Variable Indicator Description

Table 4. Turnover Variable Indicators

No	Indicator	*Means*	Category
1	Have thoughts of leaving the company	3.1	Tall
2	Often have thoughts about work elsewhere	3.2	Tall
3	Have a desire to leave a company in the near future	1.8	Low
	Average	2.70	Currently

As shown in Table 4, it can be seen that the average turnover value is 2.70 which is in the very moderate category. The data shows the lowest value of 1.80, namely the desire to leave the company in the near future, so it is in the low category. While the highest score with the number 3.10 is often thinking about working in another place that is in the high category

Table 5. Worklife Balance Variable Indicators

No	Indicator	Means	Category
1	Feeling pressured by problems in the company that have an impact on both personal and family life	3.20	Tall
2	Company problems can affect personal life	3.00	Tall

No	Indicator	Means	Category
3	There is not enough time for the family after doing work every day	2.30	Tall
4	Feeling tired after coming home from work as a result of unresolved problems in the company	4.33	Very high
5	Absent from work if you have personal or family problems	1.90	Low
6	Does not have the feeling that work is part of personal life	4.17	Tall
7	Able to work well and be able to gain recognition from the company and the family	4.57	Very high
8	Family and personal needs can be met	4.55	Very high
9	Have the enthusiasm to get up in the morning to go to work	4.48	Very high
10	There is a bonus given for successfully meeting the target	4.33	Very high
11	Strive for time discipline so that no work is delayed	4.48	Very high
	Average	3.76	Tall

Based on the data in Table 5, it can be seen that the average obtained from the Likert score is 4.34 in the very high category. The lowest score is "not going to work if you have personal or family problems", at 1.90, which is the low category. While the value that has the highest indicator is the point "able to work well and able to obtain recognition from the company and the family" which is equal to 4.57, including the very high category

Table 6. Indicators of Occupational Safety and Health (K3) Variables

No	Indicator	Means	Category
1	Adequate inventory of work equipment is able to provide good support for work	4.57	Very high
2	The company is in accordance with the procedure in securing and storing goods	4.55	Very high
3	Poor air exchange process in the work area (dusty and dirty work area)	3.20	Currently
4	The temperature level in the air is out of control	2.40	Low
5	Lighting facilities at the company are quite adequate	4.38	Very high
6	Regular checks by the company on the condition of production support equipment	4.48	Very high
7	All appropriate equipment	4.4	Very high
8	Motivation given by the leadership to be active in work	4.88	Very high
9	Insurance and health insurance provided to the company for all employees	4.69	Very high
10	Instability in the stamina of employees	4.14	Tall
11	Procedures have been fulfilled in securing work equipment	4.45	Very high
	Average	4.19	Very high

From the data obtained as shown in Table 6, the K3 variable indicator has an average value derived from a Likert score of 4.19, so it is included in the very high category. The data also shows that uncontrolled air temperature has the lowest indicator value of 2.40 which is classified as a low category. While the value with the highest indicator is in the variable insurance and health insurance provided to the company for all employees. with a value of 4.69 which belongs to the very high category.

4.4 Data Instrument
a. Validity Test

In this study SPSS for windows version 25.0 was used to test the validity. Test the validity of this study using answers from as many as 103 respondents.

Table 7. Validity Test Results

grain	Variable	Items Statement	Sig	Criteria
1	*Turnover Intention*	Y1	0.000	Valid
		Y2	0.000	Valid
		Y3	0.000	Valid
		Y4	0.000	Valid
2	*Worklife Balance*	X1	0.000	Valid
		X2	0.000	Valid
		X3	0.000	Valid
		X4	0.000	Valid
		X5	0.000	Valid
		X6	0.000	Valid
		X7	0.000	Valid
		X8	0.000	Valid
		X9	0.000	Valid
		X10	0.000	Valid
		X11	0.000	Valid
3	Occupational Safety and Health (K3)	X1	0.000	Valid
		X2	0.000	Valid
		X3	0.000	Valid
		X4	0.000	Valid
		X5	0.000	Valid
		X6	0.000	Valid
		X7	0.000	Valid
		X8	0.000	Valid
		X9	0.000	Valid
		X10	0.000	Valid
		X11	0.000	Valid

Source: Processed primary data, 2021

Guilford (1956: 145) explains that if the sig value is less than 0.05, the question items are declared to have passed the validity test. While the results of data processing show that all of the question items have a sig value of less than 0.05, therefore all items are said to have passed the validity test and will be continued at the reliability test stage.

b. Reliability Test

Question items that can be said to be valid are tested for reliability. A variable can be said to be reliable or reliable if the answers obtained from definite statements are consistent with a Cronbach alpha value of more or equal to 0.60 (Ghozali, 2011)

Table 8. Reliability Test Results

No	Variable	r alpha	r critical	Criteria
1	*Turnover Intention*	0.731	0.6	Reliable
2	*Worklife Balance*	0.689	0.6	Reliable
3	Occupational Safety and Health (K3)	0.738	0.6	Reliable

Source: Processed primary data, 2021

The data shown in table 8 explains that the results of the reliability coefficient of the turnover intention variable are 0.731, work life balance is 0.689, and occupational safety and health (K3) is 0.738. The overall value of Cronbach Alpha is more than 0.60, which means that the three are said to have passed the reliability test, so they will proceed to the classical assumption test stage.

c. Classic Assumption Test

Level testingwhether or not the distribution of the multiple linear regression model is normal can be done with the normality test (Ghozali, 2011). The Kolmogorov-Smirnov test in this study uses a significance of 5 percent (0.05)

Table 9. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residuals
N		103
Normal Parameters, b	Means	.0000000
	std. Deviation	1.28739797
Most Extreme Differences	absolute	053
	Positive	046
	Negative	-.053
Test Statistics		0.053
asymp. Sig. (2-tailed)		.200c,d

Source: Processed primary data, 2021

In accordance with the normality test data displayed in Table 9, it can be seen that the significance value of Asymp.Sig (2-tailed) is 0.200, which is greater than 0.05, so that in this study it can be said to be normally distributed.

d. Multicollinearity Test

DWith a tolerance score above 0.1 and having a VIF value below 10 for the existence of multicollinearity in the regression model, it can be seen by conducting a multicollinearity test (Ghozali, 2011).

Table 10. Multicollinearity Test Results

	Tolerance Value	VIF value
Worklife Balance	0.427	2,341
Occupational Safety and Health (K3)	0.511	1957

Source: Processed primary data, 2021

According to Table 10, it can be stated that the tolerance value of the work-life balance variable is 0.427 with the VIF value being 2.341. While the tolerance value of the K3 variable is 0.511 with the VIF value being 1.957. From these data it can be concluded that the tolerance value of each variableindependent of more than 0.1 and VIF less than 10, therefore it can be said that in this study there was no multicollinearity.

e. Heteroscedasticity Test

If the Glejser test is carried out with a significant value of less than 0.05, it indicates the occurrence of heroscedasticity. Conversely, if the significant value is more than 0.05, it

indicates that there is no heteroscedasticity. The results of the heteroscedasticity test that has been carried out are:

Table 11. Heteroscedasticity Test Results

Independent Variable	t	Sig.
Worklife Balance	1.217	0.225
Occupational Safety and Health (K3)	0913	0.362

Source: Processed primary data, 2021

In Table 8 it is stated that the Worklife Balance has a significance value of 0.225. Meanwhile, K3 has a significance value of 0.362. So that the significance value of all independent variables is more than 0.05. From these figures it can be said that there is no heroscedasticity in the regression model.

4.5 Hypothesis Test Results

Partial test (t test) is used in testing the hypothesis with the following results:

Table 12. Results of Multiple Linear Regression Analysis

Dependent Variable	Independent Variable	B	t	Sig.
Tunrover Intention	*Worklife Balance*	-0.180	-3,097	0.002
	Occupational Safety and Health (K3)	-0.146	-2,588	0.010

Source: Processed primary data, 2021

From the application of regression analysis, the equation of the regression can be obtained, namely:

Y = 3.139 + –0.180X1 + 0.146x2 + e

The interpretation that can be explained from the regression equation obtained is as follows:

1. Worklife Balancehas a regression coefficient of –0.180. This can be interpreted that for every one unit increase in Worklife Balance, Turnover intention will decrease by 0.180.
2. Occupational Safety and Health (K3) has a regression coefficient of –0.146. This can be interpreted that for every one unit increase in K3, Turnover intention will decrease by 0.146

4.6 Hypothesis Testing (t test)

$$t_{tabel} = t(\alpha; n-k-1) = t(0.05; 100) = 1.983$$

4.7 First Hypothesis Testing (H1)

From these data we get a result with a significance level for Worklife Balance on Turnover Intentions (0.002 <0.05) with a tcount value of –3.097> 1.983. Based on these data it can be said that H1 is accepted. This means that Worklife Balance has a negative influence on Turnover Intentions.

4.8 Second Hypothesis Testing (H2)

Occupational Safety and Health (K3) on turnover intention has a significant value (0.010 <0.05) and the tcount is –2,588>1,983. Based on the statement, H2 will be accepted. This means that there is a relationship between Occupational Safety and Health (K3) and Turnover intention which is negative.

4.9 Discussion

a. Effect of Worklife Balance on Turnover Intentions

The results of the research conducted show that the employees of PT. Rakyat Makmur Nusantara there is a negative relationship between turnover intention and work life balancewhich are related. What is meant by a negative relationship is that every increase in work-life balance will affect the decrease in the level of turnover intention. The result of further research is that the low level of turnover intention is influenced by a high value of work life balance.The results of this study were also found in the research of Downes and Koekemoer (2011), an organization that invests in the negative relationship between work life balance and turnover intention.

Chemirmir JM et al., (2018) stated that absenteeism, increased productivity, and increased employee retention in the organization can be reduced by having a good work life. Every human being needs time with family, as well as employees of PT. People of Makmur Nusantara who need time to spend with their families outside of work time. The company has accommodated these needs well. Likewise, the time for rest, eating, and worship is in accordance with the needs of employees. This shows that the balance of work and personal life of employees is a vital thing for companies to think about. With the implementation of policies regarding work life balance, the level of employee turnover intention will decrease. Agustina (2008) in her research also states that the relationship between work life balance and turnover intention is negatively related. Javed et al (2014) also gave the same conclusion to their research. Some of these studies state that work-life balance and turnover intention are related, where an increase in the level of work-life balance will affect a decrease in the level of employee turnover intention. Studies conducted by Pradana and Salehudin (2015), Noor (2011), Bintang and Astiti (2016), Karatepe and Azar (2013), O'Neill et al (2009), Suifan et al (2016), and Sang et al (2009) also stated the same thing.

Work-life balanceis not the only factor that influences employee turnover intention. Turnover intention can also be influenced by several other factors such as opportunities for career development and compensation. When a company helps employees to grow in their careers and compensates them well, it makes employees feel that the company values the work done by the employees. This causes employees to be happy and motivated to do a better job. If an employee can do his job well, then the employee will have more free time to spend outside of work.

b. Effect of Occupational Safety and Health (K3) on Turnover Intentions

In the research conducted, it was concluded that Occupational Safety and Health (K3) and turnover intention among employees of PT. The people of Makmur Nusantara influence each other negatively. What is meant by negatively influencing each other is that if the application of Occupational Safety and Health (K3) increases, the level of turnover intention of employees of PT. The Prosperous People of the Archipelago will decline. Sinambela (2016) explains, a condition where workers can avoid work risks is called safety. Basically, no one intentionally hopes to get an accident at work. Therefore, the safety factor is an important factor to think about.

A sense of security at work can be created by guaranteeing work safety. With the guarantee of work safety, employees feel comfortable in doing their jobs. It can be concluded, occupational health and safety programs are factors that can influence employee loyalty to their work and these employees will have an obligation to do something for the company. This shows that the employee has a commitment to his organization. Employee commitment will increase if there is a good implementation of K3. Therefore, efforts to reduce the level of turnover intention can be done by providing protection to employees for the sake of creating work safety. Research conducted by Reskiputri (2019) is also in line with this research.

V. Conclusion

In this study, a population of 162 millennial employees of PT. Prosperous People of the Archipelago. The application of the solvency formula is a sampling technique used in the quota sampling technique. The samples obtained were 114 samples. The results of the study state that the work life balance variable has an influence on the turnover intention variable. The relationship of the two variables is negative. What is meant by having a negative relationship itself is that if the work life balance number is higher, then the employee turnover rate will be lower.work-life balanceis the freedom of employees to change work schedules to suit other things they want to do outside of working hours such as spending time with family, doing hobbies or art, and studying. At its core is the formation of a balance which is not only focused on work. Employees will not feel that their work is a must which interferes if they have a high work life balance value. That way, the level of turnover intention itself will decrease along with an increase in work life balance.

In this study also obtained a conclusion that Occupational Safety and Health (K3) has a negative influence on turnover intention. That is, if the value of Occupational Safety and Health (K3) is high, then employee turnover intention will decrease. A sense of security and confidence at work can be created by paying attention to work safety. Organizations that can carry out occupational health and safety programs properly can create a feeling of security so that employees are happy in carrying out their work. That way, employees will not want to look for a new job because a good OSH program will affect the company's turnover intention. Limitations and Suggestions

The limitations of this study are as follows. First, the scope of research is limited, namely only PT. Prosperous People of the Archipelago. This allows for different results if the research is carried out on different objects. The second limitation is that of the 114 samples determined, researchers can only obtain 103 samples to study.

The theoretical benefits obtained from this research are insights into the factors that influence turnover intention in a company. The practical benefits derived from this research are that it is hoped that companies can implement policies related to work life balance and employee safety programs because they will affect the low value of employee turnover intention.

As a suggestion for companies that are planning a work life balance program, they can pay attention to several elements such as:

As a suggestion for companies that are designing a work-life balance program in order to be able to improve and enhance several aspects such as providing lessons about the difference between the division of working hours and life outside of work. It is important for companies to show gratitude to employees who have done a good job. This makes employees feel valued. Companies can do this by developing a reward program for outstanding employees so that employees are motivated in carrying out their work.

In compiling a K3 management system, there are variables that can be the focus. The indicator is the cleanliness of the work environment. It can be seen that the lowest indicator is in hot and dusty environmental variables. This means that companies must ensure that the place where employees work is always clean and tidy. Furthermore, the company also needs to provide a sense of security by properly maintaining supplies and equipment and ensuring that all equipment is in a safe condition for workers to use. this is because the company variable provides a sense of security by maintaining inventory which has an increasing value in research. By paying attention to the work environment, employees will be motivated so as to increase productivity.

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