

MEDIATING ROLE OF JOB SATISFACTION IN THE EFFECT OF WORK-LIFE BALANCE AND WORK PASSION ON TURNOVER INTENTION

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Abstract

This study aims to examine the mediating impact of job satisfaction on the effect of work-life balance and work passion on turnover intention. The data collection technique used a census of 67 respondents who were divided into Badan Layanan Umum (BLU) and contract employees at one of the University Faculties in South Sumatra, Indonesia. Data analysis used the Structural Equation Modeling (SEM-PLS) method with SmartPLS 3 software. The novelty of this study combines the four variables of work-life balance, work passion, job satisfaction, and turnover intention in one research variable. The results of this study indicate that the variables work-life balance and work passion have a positive and significant direct effect on job satisfaction. Work-life balance and work passion have a direct and significant positive impact on turnover intention; job satisfaction can significantly mediate the effect between work-life balance and work passion for turnover intention. This research study contributes to the relationship between variables, especially the relationship between work passion and turnover intention, which is still very few research found in the last ten years.

Keywords: *Work-life balance, work passion, job satisfaction, turnover intention.*

JEL Classification: *O15*