

ABSTRACT

Food & Beverage Division is one of the largest divisions in Hotel Indonesia Kempinski Jakarta, one of the international five star hotels operating in Jakarta. Based on the preliminary test results the authors found showed the Food & Beverage Division had a low turnover intention rate and high work-life balance.

This study aims to find out how the level of worklife balance of employees, how the level of employee turnover intention, and how the influence of work-life balance to employees' turnover intention of Food & Beverage Division Hotel Indonesia Kempinski Jakarta.

Method in this study uses quantitative methods. Technique of collecting data sourced from questionnaires distributed to 96 respondents who are employees of Food & Beverage Division Hotel Indonesia Kempinski Jakarta. The sampling method used is nonprobability sampling with convenience sampling technique. Data analysis techniques use descriptive analysis and simple linear regression analysis in interpreting the results of study.

Based on the results of research on the data processed showed high work-life balance and low employee turnover intention rate. Then from the results of simple linear regression analysis conducted by author showed the result of significance, which is $0.004 < 0.005$.

Based on the significance value, hence hypothesis H1 fulfilled where work-life balance have negative significant effect on turnover intention of employees of Food & Beverage Division of Hotel Indonesia Kempinski Jakarta. Managing employee's work-life balance conditions and monitoring the signs of turnover intention in employees can help the company in maintaining its human resources in order to continue to retain its employees and contribute to achieving company goals.

