

ABSTRACT

Employees' intention to leave the company is an individual attitude because they are unable to balance work with personal life, work fatigue causes higher stress levels and intends to leave the company. The work force consists of five generations and the millennial generation is currently excelling in the workforce.

This study aims to determine the conditions and effects of work fatigue, work-life balance, and work arrangements on the intention to leave employees in the millennial generation in the retail and customer product sectors in Indonesia. It is hoped that this research can contribute ideas and increase knowledge and insight regarding the effects of work fatigue, balance of work and daily life, as well as work pressure on the intention to leave millennial generation employees in the retail sector and customer products in Indonesia and can become a company reference in determining an effective strategy to minimize the level of employee intention to leave, especially among the Indonesian millennial generation.

The method used is a causal descriptive technique with a quantitative approach. The population of this study is the Indonesian millennial generation in the retail sector and customer products in Indonesia. The research sample is 360 respondents. The data collection technique uses the dare questionnaire and the data analysis tool uses structural characteristic modeling.

The result of this study is that work fatigue has a positive and significant effect on employee intention to leave. Job stress has a positive and significant effect on employee intention to leave. Meanwhile, the balance of work and life has a significant and negative effect on employee intention to leave.

Based on the research results, the advice given is that companies can seriously deal with work stress which will lead to burnout so that the balance of work and life is disrupted and makes the intention to leave the company.

Keywords: Job Burnout, Work-Life Balance, Work Stress, Turnover Intention, The Millennial Generation