

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *career development*, *work-life balance* dan *job satisfaction* terhadap *turnover intention* pada karyawan Hotel Royal Tulip Gunung Geulis Resort & Golf. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan teknik analisis regresi linear berganda. Data dikumpulkan melalui kuesioner yang disebarakan kepada 62 responden yang dipilih menggunakan teknik *simple random sampling*. Hasil penelitian menunjukkan bahwa *career development*, *work-life balance* dan *job satisfaction* secara simultan berpengaruh terhadap *turnover intention*. Secara parsial, *career development* berpengaruh negatif terhadap *turnover intention*, kemudian *work-life balance* berpengaruh negatif terhadap *turnover intention*, serta *job satisfaction* juga berpengaruh negatif terhadap *turnover intention*. Oleh karena itu, penelitian ini mengindikasikan bahwa perusahaan perlu meningkatkan kebijakan pengembangan karir, menciptakan keseimbangan kerja kehidupan yang lebih baik, serta meningkatkan kepuasan kerja karyawan guna mengurangi *turnover intention*.

Kata Kunci: *Career Development, Job Satisfaction, Sumber Daya Manusia, Turnover Intention, Work-life Balance.*

ABSTRACT

This study aims to analyze the influence of career development, work-life balance, and job satisfaction on turnover intention among employees of Hotel Royal Tulip Gunung Geulis Resort & Golf. The research method used is a quantitative approach with multiple linear regression analysis techniques. Data were collected through questionnaires distributed to 62 respondents selected using a simple random sampling technique. The results of the study show that career development, work-life balance, and job satisfaction simultaneously affect turnover intention. Partially, career development has a negative effect on turnover intention, work-life balance also has a negative effect on turnover intention, and job satisfaction similarly has a negative effect on turnover intention. Therefore, this study indicates that companies need to improve career development policies, create a better work-life balance, and enhance employee job satisfaction to reduce turnover intention.

Keywords: Career Development, Human Resources, Job Satisfaction, Turnover Intention, Work-Life Balance.