

ABSTRACT

Human Resources (HR) play a pivotal role in the success and sustainability of a company amid the ever-evolving business dynamics. Effective HR management can positively impact employee turnover rates. One company experiencing a high rate of turnover intention is PT Bhumi Phala Perkasa. Based on the company's turnover rate data, it was 13.01% in 2020, decreased to 10.98% in 2021, but increased to 13.51% in 2022. In 2023, with data obtained up to September 2023, the turnover rate was 12.77%.

Given this phenomenon, this study aims to determine the influence of non-physical work environment, work-life balance, and work discipline on turnover intention. This research phenomenon was explored using a questionnaire method. Data collection was conducted by distributing questionnaires to several employees at the company. The analysis technique used is the SEM-PLS method.

The analysis results show that the non-physical work environment, work-life balance, and work discipline have a significant negative impact on turnover intention. This means that the higher the influence of the non-physical work environment, work-life balance, and work discipline, the lower the level of employee turnover intention at PT. Bhumi Phala Perkasa.

This research is expected to be useful for company management. The findings of this study can help PT Bhumi Phala Perkasa in efforts to suppress turnover intention through the non-physical work environment, work-life balance, and work discipline. In general, with the results of this research, the organization can understand and identify the needs and desires of employees, which can be used as a consideration and evaluation for the organization comprehensively in formulating human resource management policies in the organization in the future.

Keywords: *turnover intention, work environment, worklife balance, work discipline.*