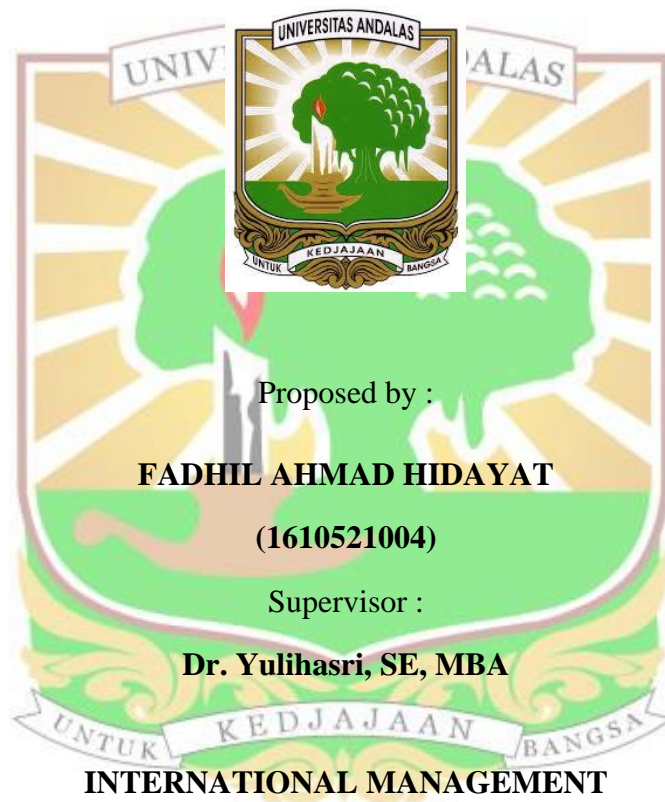


**THE INFLUENCE OF WORK LIFE BALANCE, JOB SATISFACTION, AND ORGANIZATIONAL COMMITMENT TOWARD MILLENIAL EMPLOYEE TURNOVER INTENTION**

**(The Study on Main Office of Bank Nagari)**

**THESIS**

Proposed as One of the Requirement to Achieve the Bachelor Degree on Bachelor Study Program (S1) of Management Department in Economic Faculty of Andalas University



Proposed by :

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**THE INFLUENCE OF WORK LIFE BALANCE, JOB SATISFACTION, AND ORGANIZATIONAL COMMITMENT TOWARD MILLENIAL**

**EMPLOYEE TURNOVER INTENTION**  
*Bachelor Thesis by : Fadhil Ahmad Hidayat*  
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**ABSTRACT**

Companies in Indonesia have challenges in maintaining and reducing millennial employees turnover intentions. This research investigates the influence of work life balance, job satisfaction and organizational commitment toward millennial employees turnover intention, study in main office of Bank Nagari. The study is mainly based on review of the existing literature and collection of data through an adopted questionnaire survey, conducted from the selected sample Bank Nagari. A total of 88 questionnaires were distributed among the sample which is selected using the technique of purposive sampling. 80 respondents returned the questionnaire, which are utilized for the analysis purpose. The result found that job work life balance negatively influences turnover intention, job satisfaction positively influences turnover intention, and organizational commitment negatively influences turnover intention. This research is limited by other independent variable which are not investigated in this research, therefore the R square value is 0.603.

**Keywords:** *Work Life Balance, Job Satisfaction, Organizational Commitment, Millenial Generation, Turnover Intention*

This thesis already examined and passed on June, 24<sup>th</sup> 2021. This abstract already approved by supervisor and examiners.

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