

Research Article

The Effect of Self-Efficacy on Turnover Intention Through Work-Life Balance As A Mediation (Study on Employees of The Faculty of Economics and Business, Udayana University)

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Abstract: This study aims to determine the role of work-life balance in mediating the effect of self-efficacy on turnover intention. The research employed a saturated sampling technique with a sample of 112 employees. The method used was a survey method with questionnaires and interviews, analyzed using descriptive statistics and inferential statistical analysis with SEM-PLS. The results of this study indicate that self-efficacy has a negative effect on turnover intention. Self-efficacy has a positive and significant effect on work-life balance. Work-life balance negatively affects turnover intention. Furthermore, work-life balance is able to mediate the effect of self-efficacy on turnover intention. The theoretical implication of this research is a confirmation of attribution theory and its relation to the research variables. The practical implication provides alternative solutions to the problem of turnover intention. The recommendation given is that the Faculty of Economics and Business, Udayana University, should provide psychological support and a conducive work environment to enhance employees' self-efficacy, while also developing flexible work policies that support work-life balance through workload management, rest periods, and a work culture that respects personal life.

Keywords: Attribution Theory; Organizational Support; Self-Efficacy; Turnover Intention; Work-Life Balance.

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1. INTRODUCTION

Human resources (HR) are the most valuable and important assets of an organization, as the success of an organization is largely determined by its human element (Sintyadewi & Dewi, 2020). Organizations must be able to manage HR effectively in order to achieve their vision and mission. Human resources serve as the driving force of the organization in directing, mobilizing, and developing all aspects, ranging from planning to evaluation, by utilizing the resources available within the organization (Widnyana & Suwandana, 2024).

Human resources are often a determining factor in the existence of an organization, making organizations no longer perceive HR as a burden, but rather as the only asset capable of mobilizing other resources. This awareness leads organizations to recognize the value of investing in employees as human resources (Utama & Surya, 2020). However, employees who have gone through various stages of management are not free from problems such as low discipline and high turnover rates (Suryanti & Wibawa, 2024).

The emergence of an intention or desire to leave the organization is the initial trigger for turnover, which can become a serious issue for organizations (Worang & Mujiati, 2020). Turnover intention refers to an employee's intention to leave the organization. This desire, either voluntarily or involuntarily, has not yet reached the stage of realization, namely the actual transition from the current organization to another (Cahyadi, 2022). Turnover intention

is defined as the probability that an individual will leave their job within a certain period, as perceived by the individual (Asri, 2020).

Turnover intention leads to employee exits that cause organizations to lose competent and reliable workers, thereby disrupting organizational stability. According to Shobirin et al. (2023), when turnover intention results in actual turnover, it becomes costly for organizations due to expenses related to induction and training, development, maintenance, and employee retention. Turnover negatively impacts organizations in many ways, including generating high costs such as those required to fill vacant positions from recruitment processes to training in order to meet organizational performance needs.

Indicators of turnover intention are reflected in various employee behaviors such as increased absenteeism, lack of discipline, loss of interest and seriousness in completing responsibilities, and protesting against superiors. In addition, turnover intention can affect employees' psychological conditions, leaving them indecisive and unfocused at work (Hastuti & Wijono, 2023).

This phenomenon can be linked to the concept of self-efficacy, which is an individual's belief in their own abilities. Employees with high levels of self-efficacy tend to be more confident in evaluating their competencies and seeking job opportunities that better align with their skills and contributions. This belief in one's own ability is one factor that can trigger intentions to move to another workplace.

Hutabarat & Yuniawan (2022) suggest that organizations can reduce turnover intention by understanding what employees want. Generally, employees desire comfort, safety, and satisfaction in the workplace. Recognizing the factors that influence turnover intention is therefore vital for organizations and serves as an effective approach to reducing turnover. Employee turnover intention often arises due to low self-efficacy.

Self-efficacy is an individual's belief in their ability to perform the behaviors necessary to achieve specific performance outcomes (Long, 2024). Individuals with high self-efficacy believe in their abilities, persevere in their work, and are able to set goals for themselves in the workplace. They devote effort and attention according to situational demands in order to achieve established goals and performance. This fosters achievement and positive personality traits, particularly in the work context. Conversely, individuals with low self-efficacy give up quickly when assigned tasks, tend to be anxious, indifferent, and exert little effort toward their goals (Narotama & Sintaasih, 2022). Employees with high self-efficacy are more adaptable, which reduces their intention to leave (Febyana et al., 2024).

Self-efficacy refers to the degree of employee confidence in managing pressures when facing certain positions or requirements (Hidayat et al., 2024). According to attribution theory, employees' intention to leave an organization, when related to self-efficacy, is viewed as behavior caused by internal factors. This factor lies within an individual's personal control, namely the belief in their own abilities. Zhou (2020) found that the higher an individual's self-efficacy, the lower their likelihood of turnover, as individuals with high self-efficacy are confident in performing well at work and easily achieve satisfaction. When individuals believe strongly in their ability to complete tasks and face challenges, they tend to work enthusiastically and are less likely to experience stress that triggers turnover intention.

Several studies have confirmed the effect of self-efficacy on turnover intention. For instance, Monika et al. (2024) revealed a positive and significant relationship between self-efficacy and turnover intention. Similarly, Hastuti & Wijono (2023), Mukuan et al. (2025), Hutabarat & Yuniawan (2022), and Febyana et al. (2024) also found a positive and significant relationship between the dependent variable (self-efficacy) and the independent variable (turnover intention). However, Shobirin et al. (2023) and Narotama & Sintaasih (2022) reported that self-efficacy negatively influences turnover intention. Likewise, Long (2024) argued that self-efficacy has a negative relationship with turnover intention.

Turnover intention behavior, if connected with attribution theory, can be interpreted as behavior driven by both internal and external factors. Given the inconsistencies in previous findings, this study introduces work-life balance as a mediating variable. Work-life balance refers to employees' ability to maintain a balance between work and personal life, such as

spending time with family, engaging in recreation, maintaining good communication with colleagues, and completing tasks effectively. Beyond balancing personal life and work, work-life balance also includes setting realistic working hours to maximize one's potential. Maintaining this balance is crucial for optimizing employee performance (Winata & Nurhasanah, 2022).

Work-life balance significantly impacts turnover intention in the workplace. Awareness of the ability to effectively manage job responsibilities alongside personal life establishes a positive foundation for long-term career satisfaction. A good work-life balance reduces stress and fatigue, thereby decreasing the desire to seek alternative employment (C. A. Pratama et al., 2024). According to Anjani & Murniyati (2024), when work-life balance is achieved, employees are more focused on their tasks and feel greater satisfaction with their work results. Consequently, their self-efficacy may also improve when focus is already present.

The Faculty of Economics and Business, Udayana University (FEB UNUD), is one of Indonesia's leading faculties focusing on the development of economics and business. Established on September 1, 1967, under the name Faculty of Economics, Udayana University (FE UNUD), it is located on Jalan P.B. Sudirman, Denpasar, with additional facilities at the Jimbaran Campus, which houses administrative offices and classrooms for undergraduate programs (USDI, 2023). FEB UNUD currently employs 122 administrative staff, consisting of 27 civil servants and 85 non-civil servant employees.

Table 1. Employee Turnover Data at FEB UNUD 2020–2024.

Year	Entry (Employees)	Exit (Employees)	Total (Employees)
2020	0	0	120
2021	1	3	118
2022	6	1	123
2023	6	9	120
2024	3	4	119
Total	16	17	

Source: General and Financial SubCoordinator, 2025.

Based on interviews with the General and Finance Subcoordinator at FEB UNUD, within the last five years there have been 17 employee exits. These resignations were attributed to employees' perceived lack of ability to cope with demanding situations and difficulties in maintaining a balance between work and personal life.

Table 2. Pre-Survey Data

Pre-Research Survey		Number of Respondents' Answers				
NO	Statement	STS	TS	N	S	SS
1.	I have an open mind about the possibility of leaving this organization in the near future.	3	1	0	4	4
2.	I plan to leave this job because there are other, more promising opportunities.	3	1	0	4	4
3.	I want to quit my job in this organization.	3	1	0	6	2
4.	If an opportunity to work at another organization arises, I will leave this organization.	3	1	1	3	4
5.	I will leave this organization in the near future.	3	1	0	4	4

Source: Pre-Survey Results, Processed Data, 2025.

Based on the pre-survey conducted among 12 employees of FEB UNUD (consisting of 4 civil servants and 8 non-civil servants), the findings reveal: on the first statement regarding openness to leaving FEB UNUD, 8 employees agreed or strongly agreed, citing inability to fulfill assigned tasks and imbalance between work and personal life. On the second statement regarding plans to leave for more promising opportunities, 8 employees agreed or strongly agreed, reasoning that they could perform better outside the organization. On the third statement concerning the desire to quit, 8 employees agreed or strongly agreed, due to heavy workloads leading to imbalance. On the fourth statement about leaving if opportunities elsewhere arise, 7 employees agreed or strongly agreed, believing that external jobs offered better prospects. On the fifth statement concerning the intention to leave soon, 8 employees agreed or strongly agreed, citing the desire to try new jobs that provide better workload management and personal development.

The pre-survey results indicate a turnover intention problem among FEB UNUD employees, marked by intentions to leave the organization. This turnover phenomenon stems from employees' perceived lack of ability and imbalance between personal life and work. High turnover levels burden remaining employees with heavier responsibilities.

This study specifically focuses on the impact of self-efficacy on turnover intention, aiming to explore the relationship between the two variables mediated by work-life balance. The mediating variable in this study, work-life balance, is expected to explain the interaction between self-efficacy and turnover intention, as higher self-efficacy can reduce employees' intentions to leave. This research is conducted at the Faculty of Economics and Business, Udayana University, which ensures effective HR management. Based on the interrelationships among these variables, the study is titled: "The Effect of Self-Efficacy on Turnover Intention Through Work-Life Balance as Mediation (A Study on Employees of the Faculty of Economics and Business, Udayana University)". This study specifically focuses on the impact of self-efficacy on turnover intention, aiming to explore the relationship between the two variables mediated by work-life balance. The mediating variable in this study, work-life balance, is expected to explain the interaction between self-efficacy and turnover intention, as higher self-efficacy can reduce employees' intentions to leave. This research is conducted at the Faculty of Economics and Business, Udayana University, which ensures effective HR management. Based on the interrelationships among these variables, the study is titled: "The Effect of Self-Efficacy on Turnover Intention Through Work-Life Balance as Mediation (A Study on Employees of the Faculty of Economics and Business, Udayana University)".

2. METHOD

This research employed an associative research design with a quantitative approach to analyze causal relationships between the studied variables. The study was conducted on employees of the Faculty of Economics and Business, Udayana University (FEB UNUD), with the research objects consisting of self-efficacy as the exogenous variable (X), turnover intention as the endogenous variable (Y), and work-life balance as the mediating variable (Z). The research population consisted of 112 employees, all of whom were used as the sample through a saturated sampling method, so the entire population was involved as research respondents (Sugiyono, 2019).

Data were collected through questionnaires and interviews, with research instruments using a five-point Likert scale to measure respondents' attitudes, opinions, and perceptions. The research instruments were tested for validity and reliability, where all variable indicators were proven valid with correlation coefficients > 0.30 , and reliable with Cronbach's Alpha values > 0.60 . The data used in this study consisted of primary data from respondents' responses, and secondary data from organizational documents and relevant scientific literature (Pranatawijaya et al., 2019).

The data analysis technique employed descriptive analysis to illustrate respondent characteristics and variable indicators, as well as inferential analysis using Structural Equation Modeling-Partial Least Squares (SEM-PLS) with the aid of SmartPLS 3.0 software. This analysis included evaluation of the outer model through convergent validity, discriminant

validity, and reliability tests, as well as evaluation of the inner model through R^2 , Q^2 , and hypothesis testing. In addition, a mediation variable test was conducted to examine the role of work-life balance in the relationship between self-efficacy and turnover intention (Hair et al., 2021).

3. RESULTS AND DISCUSSION

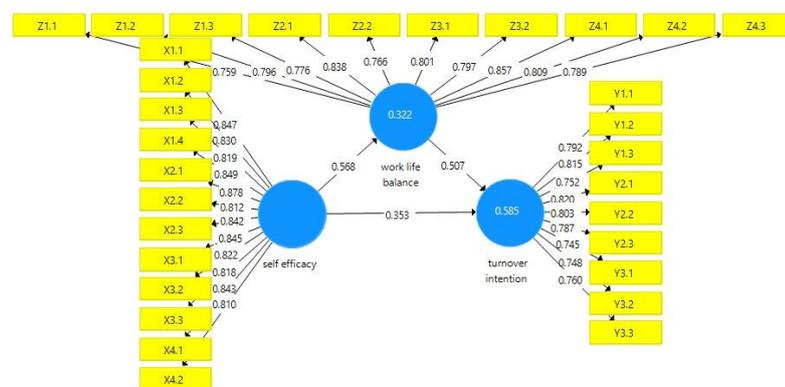
Inferential Analysis Results

Inferential statistics in this study were used to analyze sample data and generalize the findings to the population. Inferential statistics are applied to test the hypotheses. In this study, the inferential statistical method used is Structural Equation Modeling (SEM) based on Partial Least Squares (PLS).

Structural Equation Modeling Based on Partial Least Squares (SEM-PLS)

The data analysis technique employed in this study is Structural Equation Modeling (SEM), or variance-based/component-based SEM, known as Partial Least Squares (PLS). The SEM-PLS analysis in this study was conducted using Smart PLS 3.0 software, following the stages outlined by Ghazali (2012). Based on the modeling stages described earlier, the structural equation model of this research can be illustrated as shown in Figure 1 below.

Picture1. Structural Equation Model of the Study.



Source: Data processed in 2025.

Measurement Model Evaluation or Outer Model

The measurement model or outer model with reflective indicators is evaluated based on the results of convergent and discriminant validity of the indicators and composite reliability for the indicators. In this study, all variables are latent variables with reflective indicators, so the evaluation of the measurement model is as follows.

a. Convergent Validity

The measurement of indicator validity in forming each variable is conducted by examining convergent validity. An indicator is considered valid if it has an outer loading value above 0.7 and a T-statistic value above 1.96 (at a large degree or $n = 500$, the statistic approaches Z , while $\alpha = 0.05$, the critical value is 1.96).

The output results have met the convergent validity requirement since the outer loading values of the variables self-efficacy, turnover intention, and work-life balance are all above 0.70. Thus, it can be concluded based on the convergent validity test that the variables self-efficacy, turnover intention, and work-life balance are valid.

b. Discriminant Validity Using Cross Loading

Indicator measurement is based on cross loading with its latent variable. If the crossloading value of each indicator on its corresponding variable is greater than the cross loading on other latent variables, it is considered valid.

The correlation of the self-efficacy variable with its indicators is higher compared to the correlations with turnover intention and work-life balance. The correlation of the turnover intention variable with its indicators is higher compared to self-efficacy and work-life balance. Furthermore, the correlation of the work-life balance variable with its indicators is higher compared to self-efficacy and turnover intention. The correlation of the self-efficacy variable with its indicators is higher compared to the correlations with turnover intention and work-life balance. The correlation of the turnover intention variable with its indicators is higher compared to self-efficacy and work-life balance. Furthermore, the correlation of the work-life balance variable with its indicators is higher compared to self-efficacy and turnover intention.

c. Discriminant Validity Using Average Variance Extracted

Another method to assess discriminant validity is by comparing the average variance extracted (AVE) of each variable with the correlations between that variable and the other variables in the model. A model has sufficient discriminant validity if the AVE value for each variable is greater than 0.50, as shown in Table 3.

Table 3. Average Variance Extracted Values.

Research Variables	AVE
Self-efficacy	0.697
Turnover intention	0.610
Work-life balance	0.639

Source: Data processed in 2024.

Based on Table 3, it can be explained that the AVE values of the variables self-efficacy, work-life balance, and turnover intention are each greater than 0.50. Therefore, the model can be considered good.

d. Composite Reliability

A questionnaire can be considered reliable if the responses of the participants to the provided statements are stable or consistent. Composite reliability is conducted to measure the actual reliability value of a construct. If all latent variables have composite reliability values ≥ 0.70 and Cronbach's alpha > 0.70 , this indicates that the constructs have good reliability, or the questionnaire used as a research instrument is consistent or reliable. The results can be seen in Table 4.

Table 4. Composite Reliability Results.

Variables	Composite Reliability	Cronbach's Alpha	Information
Self-efficacy	0.965	0.960	Reliable
Turnover intention	0.933	0.920	Reliable
Work-life balance	0.946	0.937	Reliable

Source: Data processed in 2024.

The output results for composite reliability and Cronbach's alpha for the variables self-efficacy, turnover intention, and work-life balance are all above 0.70. Therefore, it can be concluded that these variables have good reliability.

Structural Model Evaluation or Inner Model

The inner model or structural model describes the relationship between latent variables based on substantive theory. The testing of the inner model is conducted by examining the value of the structural model evaluation through Q-Square Predictive

Relevance (Q^2). Q-Square Predictive Relevance (Q^2) measures how well the observed values generate results in accordance with the research model. The value of Q-Square Predictive Relevance (Q^2) ranges from 0 (zero) to 1 (one). The closer the Q^2 value is to 0, the weaker the research model. Conversely, the further it is from 0 and closer to 1, the stronger the research model. The model of the influence of self-efficacy and work-life balance on turnover intention provides the R-square values as presented in Table 5.

Table 5. R-square

Variables	R Square
Turnover intention	0.585
Work-life balance	0.322

Source: Data processed in 2024

$$\begin{aligned}
 Q^2 &= 1 - (1 - R^2_1) (1 - R^2_2) \\
 &= 1 - (1 - 0,585) (1 - 0,322) \\
 &= 1 - 0,281 = 0,719
 \end{aligned}$$

The R-square value of turnover intention is 0.585, which means that 58.5% of turnover intention is influenced by self-efficacy and work-life balance, while the remaining 41.5% is influenced by other factors outside the model. The R-square value of work-life balance is 0.322, which means that 32.2% of work-life balance is influenced by self-efficacy, while the remaining 67.8% is influenced by other factors outside the model. Referring to the criteria for model strength based on the Q-Square Predictive Relevance (Q^2) value, as stated by Latan and Ghazali (2015: 80), this model is categorized as very strong.

Hypothesis Testing

Hypothesis testing was conducted using the p-statistics (p-value). If the p-value obtained is < 0.05 , it indicates that the test is significant, whereas if the p-value > 0.05 , it indicates that the test is not significant. The t-statistic must be greater than 1.96. This means that there is a significant influence of one latent variable on another latent variable. Based on the results of the PLS analysis, the direction and influence of each exogenous variable on the endogenous variable are presented as follows:

Table 6. Hypothesis Testing.

Hypothesis	Original Sample	T Statistics	p values	Information
Direct Effect				
Self-efficacy-> Turnover intention	0.641	10,616	0.000	Rejected
Self-efficacy-> Work-life balance	0.568	9,381	0.000	Accepted
Work-life balance-> Turnover intention	0.507	7,771	0.000	Rejected
Indirect Effect				
Self-efficacy-> Work-Life Balance -> Turnover intention	0.288	5,789	0.000	Accepted

Source: Data processed in 2024.

Based on the results of the PLS analysis, the direction and influence of each exogenous variable on the endogenous variable can be explained as follows:

The Effect of Self-Efficacy on Turnover Intention

Based on Table 6, the effect of self-efficacy on turnover intention is 0.641, with a t-statistic value of $10.616 > 1.96$ and a p-value of $0.000 < 0.05$. This indicates that the hypothesis is rejected, meaning that self-efficacy has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University.

The Effect of Self-Efficacy on Work-Life Balance

Based on Table 6, the effect of self-efficacy on work-life balance is 0.568, with a t-statistic value of $9.381 > 1.96$ and a p-value of $0.000 < 0.05$. This indicates that the hypothesis is accepted, meaning that self-efficacy has a significant positive effect on work-life balance among employees of the Faculty of Economics and Business, Udayana University.

The Effect of Work-Life Balance on Turnover Intention

Based on Table 6, the effect of work-life balance on turnover intention is 0.507, with a t-statistic value of $7.771 > 1.96$ and a p-value of $0.000 < 0.05$. This indicates that the hypothesis is rejected, meaning that work-life balance has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University.

The Effect of Self-Efficacy on Turnover Intention Through the Mediation of Work-Life Mediation

Based on Table 6, the effect of self-efficacy on turnover intention through the mediation of work-life balance is 0.288, with a t-statistic value of $5.789 > 1.96$ and a p-value of $0.000 < 0.05$. This indicates that the hypothesis is accepted, meaning that work-life balance mediates the effect of self-efficacy on turnover intention among employees of the Faculty of Economics and Business, Udayana University. Based on the mediation role test, it can be concluded that work-life balance serves as a partial mediator.

Discussion

The Effect of Self-Efficacy on Turnover Intention

Based on the results of hypothesis testing on the effect of self-efficacy on turnover intention, it shows that self-efficacy has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University. This indicates that the higher the self-efficacy felt by employees of the Faculty of Economics and Business, Udayana University, the more it will have a real impact on reducing turnover intention among employees. Based on this, the hypothesis that self-efficacy has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University is rejected.

Turnover intention can decrease if employees have high self-efficacy. This is because employees with self-efficacy believe that they are capable of facing challenges and completing tasks well, including seeking new career opportunities outside the organization. For employees, self-efficacy provides confidence to explore other job options that are considered more aligned with their career goals or personal values. For organizations, high self-efficacy that is not balanced with proper retention strategies can increase the risk of losing quality talent. Employees who are confident in their abilities will be more likely to decide to resign if they feel they are not receiving adequate support or development at their current workplace. The results of this study are in line with the research of Agustiani & Muttaqin (2023); Hutabarat & Yuniawan (2022); Mukuan et al. (2025); Long (2024); Mondo et al. (2022); Narotama & Sintaasih (2022); and Moodie (2024), which state that self-efficacy has a negative and significant effect on turnover intention.

The Effect of Self-Efficacy on Work-Life balance

Based on the results of hypothesis testing on the effect of self-efficacy on work-life balance, it shows that self-efficacy has a positive and significant effect on work-life balance among employees of the Faculty of Economics and Business, Udayana University. This indicates that the higher the self-efficacy felt by employees of the Faculty of Economics and Business, Udayana University, the more it will have a real impact on increasing work-life balance among employees. Based on this, the hypothesis that self-efficacy has a positive and significant effect on work-life balance among employees of the Faculty of Economics and Business, Udayana University is accepted.

Work-life balance will be created or improved if employees have high self-efficacy. This is because employees with self-efficacy tend to be more capable of managing their time, setting priorities, and completing work tasks effectively. For employees, self-efficacy helps

them feel more confident in handling work demands without sacrificing their personal lives. They are more capable of maintaining healthy boundaries between professional and personal life. For organizations, employees with good self-efficacy tend to have a more stable life balance, which in turn has a positive impact on job satisfaction, loyalty, and overall performance. The results of this study are in line with the research of Yusuf (2024); Fitri et al. (2023); Badri & Panatik (2020), which state that self-efficacy has a positive and significant effect on work-life balance.

The Effect of Work-Life Balance on Turnover Intention

Based on the results of hypothesis testing on the effect of work-life balance on turnover intention, it shows that work-life balance has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University. This indicates that the higher the work-life balance felt by employees of the Faculty of Economics and Business, Udayana University, the more it will have a real impact on reducing turnover intention among employees. Based on this, the hypothesis that work-life balance has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University can be rejected.

Turnover intention will decrease if employees have a high work-life balance. This can occur because employees who succeed in creating a balance between work and personal life tend to have a greater awareness of the importance of quality of life. For employees, work-life balance allows them to reevaluate life priorities and realize that there may be other career opportunities that better support their personal needs or lifestyle. When this balance is achieved, employees may feel more empowered to make better decisions for themselves, including the decision to change jobs if the current work is deemed less supportive of long-term life goals. For organizations, this shows that although work-life balance has a positive impact on well-being, without proper retention strategies, it may also reduce turnover intention. The results of this study are in line with the research of Geofanny et al. (2022); Novitasari & Dessyarti (2022); Muhadi et al. (2022); Novianto (2023); Ariyani et al. (2022); Exacta et al. (2022); Afnisya'id & Aulia (2021), which state that work-life balance has a negative and significant effect on turnover intention.

The Effect of Self-Efficacy on Turnover Intention with Work-Life Balance as a Mediator

The results of hypothesis testing in Table 6 show that work-life balance significantly mediates the effect of self-efficacy on turnover intention among employees of the Faculty of Economics and Business, Udayana University. This shows that self-efficacy not only directly affects turnover intention but also indirectly through the improvement of work-life balance. Based on this, the hypothesis that work-life balance mediates the effect of self-efficacy on turnover intention can be accepted.

Self-efficacy not only has a direct impact on employees' intention to leave but also indirectly through their ability to create a balanced life. Employees with high self-efficacy tend to be able to manage their time, complete tasks efficiently, and maintain healthy boundaries between work and personal life. This enables them to build good work-life balance. However, when employees have achieved work-life balance, they may become more reflective about their current work conditions. They may begin to assess whether their job supports the balance they already have or instead disrupts it. If deemed unsuitable, the tendency to leave the job will increase. Thus, work-life balance becomes an important pathway that bridges the effect of self-efficacy on turnover intention. The results of this study are in line with the research of Hidayat & Setyaningrum (2024); Shobirin et al. (2023), which state that work-life balance is able to partially mediate the competitive effect of self-efficacy on turnover intention.

4. CONCLUSION

Based on the results of the study obtained, several conclusions can be drawn as follows: a.) Self-efficacy has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University, which means that the higher the self-efficacy felt by employees of the Faculty of Economics and Business, Udayana University, the lower the turnover intention among these employees. b.) Self-efficacy has a positive and significant effect on work-life balance among employees of the Faculty of Economics and Business, Udayana University, which means that the higher the self-efficacy felt by employees of the Faculty of Economics and Business, Udayana University, the higher the work-life balance among these employees. c.) Work-life balance has a negative effect on turnover intention among employees of the Faculty of Economics and Business, Udayana University, which means that the higher the work-life balance felt by employees of the Faculty of Economics and Business, Udayana University, the lower the turnover intention among these employees. d.) Work-life balance partially mediates the competitive relationship between self-efficacy and turnover intention among employees of the Faculty of Economics and Business, Udayana University, which means that part of the effect of self-efficacy on turnover intention is mediated through work-life balance, while self-efficacy still explains part of turnover intention independently of work-life balance. The higher the self-efficacy felt by employees of the Faculty of Economics and Business, Udayana University, the more it increases work-life balance, and as work-life balance improves, turnover intention among employees decreases.

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