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The Influence of Work-Life Balance, Mental Health, and Burnout on Turnover Intention among Employees

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Abstract

The increasing demands of modern work and education have created challenges for Generation Z employees who simultaneously pursue further studies, potentially increasing turnover intention. This study aims to examine the effects of work-life balance, mental health, and burnout on turnover intention among Generation Z working students. A quantitative explanatory design was employed using data from 100 employees pursuing diploma, undergraduate, or postgraduate education while working full-time or part-time. Data were collected through an online five-point Likert questionnaire and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with SmartPLS 4. The results show that work-life balance does not significantly affect turnover intention, while mental health also has no significant effect. In contrast, burnout has a positive and significant effect on turnover intention. Simultaneously, the three variables significantly influence turnover intention. The study concludes that burnout is the most important individual predictor of turnover intention, highlighting the need for organizations and educational institutions to strengthen burnout prevention and employee well-being support.

Keywords

Burnout, Employee Wellbeing, Generation Z, Mental Health, Turnover Intention, Work-Life Balance, Working Student.

1. Introduction

The evolution of globalization and the Industrial Revolution 5.0 has transformed work patterns and lifestyles, particularly among younger generations facing increasingly dynamic and technology-driven environments. For working students, managing dual roles as employees and students can create physical and psychological pressure, potentially reducing well-being and increasing turnover intention (Wibowo et al., 2024). Turnover intention refers to an employee's inclination to voluntarily leave a job due to factors such as dissatisfaction, stress, and unmet expectations (Barage & Sudarusman, 2022). Thus, high turnover intention may indicate underlying well-being problems arising from mismatched job demands, personal needs, and organizational support (Latupapua et al., 2022).

The phenomenon is increasingly relevant among Generation Z, who tend to prioritize work flexibility, mental health, and quality of life. Unsupportive work environments may encourage younger employees to consider leaving their jobs, while emotional pressure, prolonged stress, and work-life imbalance can further strengthen this intention (Sandini et al., 2024; Shinde, 2025). Turnover intention is not merely an issue of workplace loyalty but is also closely associated with psychological well-being and the ability to manage modern work demands. This concern is particularly important for working students, whose simultaneous academic and professional responsibilities may intensify the risk of experiencing work-life imbalance, mental health problems, and burnout.

One factor frequently examined in relation to turnover intention is work-life balance, which refers to an individual's ability to manage work and personal responsibilities without excessive role conflict (Suifan et al., 2016; Riyandani & Gusti, 2026). When this balance is not achieved, individuals may experience work-related stress, emotional exhaustion, and reduced job satisfaction, ultimately increasing their intention to leave (Azmi et al., 2021). Research by Sevirana (2023) and Haq (2024) indicates that work-life balance significantly influences turnover intention. This relationship is reinforced by a Jakpat (2023) survey, which reported that 37.2% of Generation Z respondents resigned because their companies did not implement work-life balance, while 56.9% left due to excessive working hours and 52.4% due to a toxic work culture. These findings suggest that work-life balance is an important consideration in determining career sustainability.

Mental health is another crucial factor influencing turnover intention. Huppert (2009) defines mental health as a state of well-being that enables individuals to manage stress, maintain emotional stability, and function productively. High work pressure, productivity demands, and insufficient recovery time may compromise mental health, particularly among Generation Z. Modaresnezhad et al. (2021) note that prolonged stress and anxiety contribute to rising turnover intention. Similarly, Hasanah and Sandiasih (2024) found that mental health negatively affects turnover intention, whereas Hulu et al. (2025) reported that mental health problems increase the intention to leave among Generation Z. These findings indicate that psychological well-being may influence turnover intention through different mechanisms, depending on the characteristics and pressures experienced by employees.

Persistent academic and professional demands may also lead to burnout, characterized by physical, emotional, and mental exhaustion resulting from prolonged demands without adequate recovery (Back et al., 2020). Burnout commonly involves emotional exhaustion, cynicism, and reduced personal accomplishment, which can weaken motivation and work commitment. In Indonesia, this issue has received increasing attention, with reports identifying Generation Z as particularly vulnerable to chronic burnout due to excessive workloads, productivity pressures, and limited flexibility (CNBC Indonesia, 2025). Research by

Rahmah and Anindita (2025) and Setiabudi and Wendra (2025) demonstrates that burnout significantly influences turnover intention, particularly among individuals facing demanding work conditions.

Although previous studies have examined the relationships between work-life balance, mental health, burnout, and turnover intention, most have focused on individual variables or specific employee groups. Limited research has simultaneously examined these three factors among Generation Z working students in Semarang City, whose dual academic and professional roles may create distinctive pressures. This study therefore aims to analyze the influence of work-life balance, mental health, and burnout on turnover intention among Generation Z working students in Semarang City. The novelty lies in integrating these three psychological and work-related factors within a single research model and examining their relevance to the local context of working students. The findings are expected to contribute to the development of organizational strategies that support employee well-being and reduce turnover intention among young workers.

2. Literature Review and Hypothesis Development

2.1. The Effect of Work-life Balance on Turnover Intention

Work-life balance refers to an individual's ability to manage work and personal responsibilities in a way that allows both roles to be fulfilled without excessive conflict. Latupapua et al. (2022) explain that work-life balance involves the appropriate allocation of time, energy, and involvement between work and personal life. For employees pursuing further studies, maintaining this balance becomes more challenging because they must simultaneously fulfill employment and academic responsibilities. An imbalance between these roles may increase stress, reduce satisfaction, and create emotional exhaustion, which can encourage employees to consider leaving their jobs. Tanoto and Tami (2024) found that work-life balance is associated with turnover intention among Generation Z employees, while Haq (2024) reported that better work-life balance reduces the intention to leave. These findings indicate that employees who perceive greater balance may be more likely to maintain their employment relationships.

The relationship between work-life balance and turnover intention can also be explained through Social Exchange Theory. The theory suggests that employees tend to maintain relationships when they perceive that the organization provides adequate benefits, support, and favorable working conditions in return for their contributions. Organizational support for work-life balance can therefore create a positive exchange that strengthens employees' willingness to remain. Conversely, when employees perceive that work demands interfere excessively with their personal and academic responsibilities, the employment relationship may be perceived as less beneficial. Barage and Sudarusman (2022) and Permatasari and Sugiarto (2024) examined this relationship. They emphasized the relevance of work-life balance in understanding turnover intention, although their findings indicate that its effect may vary across contexts. Based on the theoretical perspective and previous empirical evidence, work-life balance is expected to influence employees' intention to leave their jobs.

H1: Work-life balance has a significant effect on turnover intention.

2.2. The Effect of Mental Health on Turnover Intention

Mental health represents a state of psychological well-being that enables individuals to cope with stress, maintain emotional stability, work productively, and function effectively in their social and professional environments. In the workplace, mental health is particularly important because prolonged psychological pressure

can affect motivation, job satisfaction, productivity, and employees' willingness to remain in an organization. Al Farabi et al. (2025) emphasize that mental health is closely related to employees' psychological conditions and turnover intention, particularly among Generation Z. For employees pursuing further studies, the combination of academic and professional demands may create additional psychological pressure. When individuals are unable to manage these demands effectively, stress and emotional strain may increase their tendency to consider leaving their jobs. Hasanah and Sandiasih (2024) found that better mental health is associated with lower turnover intention, suggesting that psychological well-being can contribute to employees' willingness to remain in their organizations.

When organizations provide a supportive environment that helps employees maintain their psychological well-being, employees may perceive the employment relationship as beneficial and respond with stronger commitment and a lower intention to leave. Conversely, inadequate organizational support may contribute to psychological strain and weaken employees' willingness to maintain the relationship. Hulu et al. (2025) found that mental health significantly influences turnover intention among Generation Z employees, particularly under conditions of work-related pressure. Similarly, Scanlan et al. (2013) and Xiao et al. (2022) demonstrated that better mental health is associated with lower turnover intention. Although Elshaer et al. (2023) found that the effects of specific mental health dimensions may vary, these findings reinforce the context-dependent nature of the relationship. Therefore, employees with better mental health are expected to demonstrate lower turnover intention.

H2: Mental health has a significant effect on turnover intention.

2.3. The Effect of Burnout on Turnover Intention

Burnout refers to a condition of physical, emotional, and mental exhaustion resulting from prolonged exposure to work-related pressures and insufficient recovery. According to Back et al. (2020), burnout is characterized by emotional exhaustion, cynicism toward work, and reduced personal accomplishment, which can weaken employees' motivation and engagement. Aseptia and Pramitasari (2022) further explain that burnout develops gradually as a consequence of chronic and poorly managed work stress. This condition may be particularly relevant for employees pursuing further studies because they must manage academic responsibilities alongside employment demands. Limited recovery time, high workloads, and competing role expectations can intensify exhaustion and negatively affect employees' attitudes toward their jobs. As burnout increases, employees may become more likely to perceive leaving their jobs as an appropriate way to reduce continued psychological pressure.

The relationship between burnout and turnover intention is also consistent with Social Exchange Theory. Employees who experience persistent burnout may perceive an imbalance between the demands required by the organization and the resources, recognition, or support they receive. This unfavorable exchange can weaken the employment relationship and encourage withdrawal through turnover intention. Empirical studies support this relationship. Setiabudi and Wendra (2025) found that burnout has a significant positive effect on turnover intention among Generation Z workers, while Rahmah and Anindita (2025) reported a similar relationship among part-time working students. Syahrul et al. (2024) also found that burnout can increase turnover intention by weakening organizational commitment. In addition, Subiyanto (2024) showed that burnout significantly contributes to turnover intention, indicating that employees experiencing emotional exhaustion are more inclined to consider resignation. Therefore, among employees managing dual roles, higher burnout is expected to increase the intention to leave their jobs.

H3: Burnout has a significant effect on turnover intention.

2.4. The Simultaneous Effect of Turnover Intention

Work-life balance, mental health, and burnout represent interconnected psychosocial conditions that can collectively shape employees' turnover intention. Employees who must simultaneously fulfill work, academic, and personal responsibilities may experience difficulties in allocating sufficient time and energy across these domains. Persistent imbalance can contribute to psychological strain, while prolonged psychological pressure may increase the risk of burnout. Conversely, adequate work-life balance and positive mental health may help employees manage competing demands and reduce the likelihood of severe exhaustion. Sandini et al. (2024) and Hulu et al. (2025) demonstrate that work-life balance and mental health are relevant factors in explaining turnover intention among Generation Z employees. These findings suggest that turnover intention should not be understood solely through one individual factor but through the combined influence of employees' work conditions and psychological well-being.

Organizational practices that support work-life balance and mental health may provide valuable resources that strengthen the perceived benefits of remaining with the organization. However, when work demands exceed available resources and support, employees may experience burnout, perceive the exchange relationship as unfavorable, and develop stronger intentions to leave. Although work-life balance and mental health may not always demonstrate significant direct effects, their interaction with other psychosocial conditions can contribute to explaining turnover intention. The findings of Sandini et al. (2024) and Hulu et al. (2025), together with evidence regarding burnout from Setiabudi and Wendra (2025) and Rahmah and Anindita (2025), support an integrated perspective on turnover intention. Therefore, examining these three variables simultaneously is expected to provide a more comprehensive explanation of employees' intention to leave.

H4: Work-life balance, mental health, and burnout simultaneously have a significant effect on turnover intention.

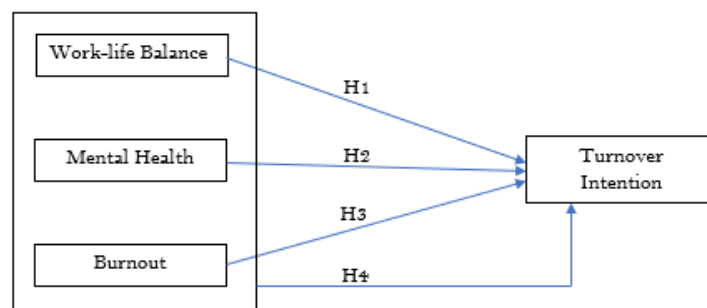


Figure 1. Research Framework

Figure 1 illustrates the proposed relationships among the variables in this study. Work-life balance, mental health, and burnout are positioned as independent variables, while turnover intention is the dependent variable. The framework proposes that work-life balance affects turnover intention through H1, mental health affects turnover intention through H2, and burnout affects turnover intention through H3. In addition, H4 represents the simultaneous effect of work-life balance, mental health, and burnout on turnover intention.

3. Methods

This study employs a quantitative approach with an explanatory research design to examine the influence of work-life balance, mental health, and burnout on turnover intention among employees pursuing further education in Semarang City. Work-life balance, mental health, and burnout serve as the independent variables, while turnover intention is the dependent variable. Data were collected through an online questionnaire distributed using Google Forms, with each statement measured on a five-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). The study utilized both primary and secondary data. Primary data were obtained directly from respondents' questionnaire responses, while secondary data were collected from scientific journals, books, and relevant previous studies to support the theoretical framework and research hypotheses. Data were analyzed using Structural Equation Modeling--Partial Least Squares (SEM-PLS) with SmartPLS 4.

The population consisted of employees pursuing diploma, undergraduate, or postgraduate education in Semarang City who worked either full-time or part-time across various employment sectors. This population was selected because their dual roles as employees and students make them relevant for examining work-life balance, mental health, burnout, and turnover intention. A non-probability sampling technique using purposive sampling was employed based on predetermined criteria: employees pursuing further education in Semarang City, working either full-time or part-time, and willing to participate as respondents. The minimum sample size was determined based on Hair et al. (2019), who recommend a sample size of at least ten times the highest number of indicators used to measure a construct. However, this study involved 100 respondents to enhance model stability and statistical power. Respondent characteristics included gender, age, educational level, type of employment, and employment status.

Data collection was conducted by distributing an online questionnaire via Google Forms to respondents who met the established criteria. The research instrument was developed based on indicators of work-life balance, mental health, burnout, and turnover intention, adapted from relevant previous studies and literature. The statement items were reviewed to ensure clarity and relevance to the research context. Primary data were obtained from completed questionnaires, while secondary data were gathered from scientific journals, reference books, and previous research supporting the conceptual framework and hypotheses. Data collection employed a cross-sectional design, in which data were collected during a specific period without repeated observations of the respondents. Data analysis using SEM-PLS involved two main stages: evaluation of the measurement model (outer model) and structural model (inner model). The outer model was assessed through convergent validity and construct reliability, while the inner model was evaluated using R^2 , Q^2 , and path coefficients. Bootstrapping was subsequently employed to test the research hypotheses.

4. Results

The instrument testing conducted in this study involved validity and reliability assessments using a sample of 100 employees pursuing further studies in Semarang; the results of this analysis served as a basis for data collection for subsequent analysis. The study examined the influence of work-life balance, mental health, and burnout on turnover intention among these employees using SmartPLS 4 as the analytical tool.

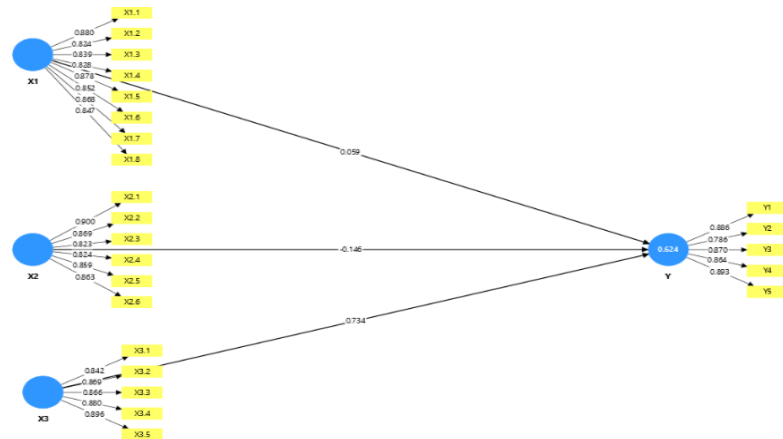


Figure 2. PLS Model

Table 1. Validity and Reliability Test

Variable	Indicators	Outer Loadings	AVE	Cronbach Alpha	CR	Information
Work-Life Balance	X1.1	0.880	0.726	0.946	0.955	Valid and Reliable
	X1.2	0.824				
	X1.3	0.839				
	X1.4	0.838				
	X1.5	0.878				
	X1.6	0.852				
	X1.7	0.868				
	X1.8	0.847				
Mental Health	X2.1	0.900	0.734	0.927	0.943	Valid and Reliable
	X2.2	0.869				
	X2.3	0.823				
	X2.4	0.824				
	X2.5	0.859				
	X2.6	0.863				
Burnout	X3.1	0.842	0.758	0.920	0.940	Valid and Reliable
	X3.2	0.869				
	X3.3	0.866				
	X3.4	0.880				
	X3.5	0.896				
Turnover Intention	Y1	0.886	0.741	0.912	0.934	Valid and Reliable
	Y2	0.786				
	Y3	0.870				
	Y4	0.864				
	Y5	0.893				

Figure 2 and Table 1 show that all indicators for work-life balance, mental health, burnout, and turnover intention have outer loading values above 0.70, with the lowest value being 0.786 for indicator Y2. This indicates that all indicators have an adequate ability to represent their respective constructs. Furthermore, the Average Variance Extracted (AVE) values are 0.726 for work-life balance, 0.734 for mental health, 0.758 for burnout, and 0.741 for turnover intention. Since all AVE values exceed the minimum threshold of 0.50, the constructs demonstrate adequate convergent validity. Therefore, the indicators used in this study adequately explain the variance of their respective constructs. In terms of reliability, Cronbach's Alpha values range from 0.912 to 0.946, while Composite Reliability (CR) values range from 0.934 to 0.955. All values exceed the commonly accepted threshold of 0.70, indicating good internal consistency reliability across all constructs. Based on the

outer loading, AVE, Cronbach's Alpha, and CR results, all indicators and constructs can therefore be considered valid and reliable. These results indicate that the measurement model is adequate and can proceed to the evaluation of the structural model and hypothesis testing.

Table 2. Coefficients of Determination

Variable	Turnover Intention
R-square (R^2)	0.624
R-square Adjusted	0.612

Table 2 presents the coefficients of determination for turnover intention. The R-square (R^2) value of 0.624 indicates that work-life balance, mental health, and burnout jointly explain 62.4% of the variance in turnover intention. The remaining 37.6% is explained by other factors that are not included in the research model. This result indicates that the model has a relatively strong explanatory ability in predicting turnover intention. The adjusted R-square value of 0.612 indicates that after adjusting for the number of predictors included in the model, 61.2% of the variation in turnover intention can still be explained by work-life balance, mental health, and burnout. The relatively small difference between R^2 (0.624) and adjusted R^2 (0.612) suggests that the model remains stable after considering the number of predictors. The results indicate that the structural model provides a substantial explanation of turnover intention.

Table 3. F-Square

Variable	Turnover Intention
Work-Life Balance	0.001
Mental Health	0.006
Burnout	0.918

Table 3 presents the f-square (f^2) values for the effects of work-life balance, mental health, and burnout on turnover intention. The results indicate that work-life balance has an f^2 value of 0.001, representing a negligible effect on turnover intention. Similarly, mental health has an f^2 value of 0.006, which also falls within the negligible-effect category. In contrast, burnout shows an f^2 value of 0.918, indicating a large effect on turnover intention. This result demonstrates that burnout contributes substantially to explaining changes in turnover intention, whereas work-life balance and mental health contribute only minimally. The findings highlight burnout as the most influential predictor of turnover intention among the three variables examined.

Table 4. Hypothesis Testing

Variable	Original Sample	Sample Mean	STDEV	t-statistics	p-value	Information
Work-Life Balance (X1) → Turnover Intention (Y)	0.059	0.036	0.192	0.305	0.760	Rejected
Mental Health (X2) → Turnover Intention (Y)	-0.149	-0.129	0.192	0.763	0.446	Rejected
Burnout (X3) → Turnover Intention (Y)	0.734	0.731	0.083	8.792	< 0.001	Accepted

Table 4 presents the results of hypothesis testing using the bootstrapping procedure in PLS-SEM. The results show that the effect of work-life balance on

turnover intention has an original sample value of 0.059, a t-statistic of 0.305, and a p-value of 0.760. Since the p-value is greater than 0.05 and the t-statistic is below 1.96, the effect is not statistically significant. Therefore, H1 is rejected, indicating that work-life balance does not significantly affect turnover intention. Similarly, mental health has an original sample value of -0.149, a t-statistic of 0.763, and a p-value of 0.446. Although the relationship is negative, the p-value exceeds 0.05, and the t-statistic is below 1.96. Thus, H2 is rejected, indicating that mental health does not significantly affect turnover intention. In contrast, burnout has an original sample value of 0.734, indicating a positive relationship with turnover intention. The t-statistic of 8.792 is greater than 1.96, while the p-value is < 0.001 , which is below the 0.05 significance level. Therefore, H3 is accepted, indicating that burnout has a positive and significant effect on turnover intention. Thus, among the three independent variables, only burnout has a statistically significant effect on turnover intention, while work-life balance and mental health do not have significant individual effects.

Table 5. Simultaneous Hypothesis Testing (F-Test)

Source	Sum of Squares	df	Mean Square	F	p-value
Regression	7,442.209	3	2,480.736	19.176	< 0.001
Error	12,419.181	96	129.366	-	-
Total	19,861.390	99	-	-	-

Table 5 presents the results of the simultaneous hypothesis testing using the F-test. The regression model has a sum of squares of 7,442.209 with 3 degrees of freedom and a mean square of 2,480.736, while the error has a sum of squares of 12,419.181 with 96 degrees of freedom and a mean square of 129.366. The resulting F-statistic is 19.176 with a p-value of < 0.001 , which is below the 0.05 significance level. Therefore, the regression model is statistically significant, indicating that work-life balance, mental health, and burnout simultaneously have a significant effect on turnover intention. Thus, H4 is accepted.

5. Discussion

The results show that work-life balance does not significantly affect turnover intention among employees pursuing further studies in Semarang City. This indicates that differences in perceived work-life balance are not directly associated with employees' intentions to leave their jobs. From the perspective of Social Exchange Theory, employees are more likely to maintain employment relationships when they perceive fair exchanges and organizational support. However, for employees balancing work and academic responsibilities, turnover decisions may be shaped more strongly by other psychological and situational factors, particularly burnout. This finding is consistent with Barage and Sudarusman (2022) and Permatasari and Sugiarto (2024), who found no significant effect of work-life balance on turnover intention. It also suggests that work-life balance may influence turnover intention indirectly through job satisfaction or organizational commitment. Conversely, the finding differs from Haq (2024) and Setiabudi and Wendra (2025), who reported a significant negative effect among Generation Z workers. This discrepancy may reflect differences in respondent characteristics, as working students face academic demands and dual-role pressures that may make burnout, career opportunities, or academic priorities more influential than work-life balance alone.

The results also indicate that mental health does not significantly affect turnover intention. Although the negative coefficient suggests that better mental health is associated with lower turnover intention, the relationship is not statistically

significant. Conceptually, good mental health should support emotional stability, stress management, and work productivity, thereby reducing the tendency to leave an organization. This perspective is supported by Hasanah and Sandiasih (2024), who found a significant negative relationship between mental health and turnover intention among startup employees, and Seviana (2023), who showed that good mental health can strengthen employee loyalty. However, the present finding suggests that general mental health conditions alone may not be sufficient to determine turnover intention among employees pursuing further studies. Their pressures originate from both work and academic responsibilities, meaning that turnover intention may emerge from specific situational pressures, particularly burnout, even when respondents generally perceive their mental health as adequate. This interpretation is also consistent with Elshaer et al. (2023), who found that certain mental health dimensions do not necessarily influence turnover intention, indicating that the relationship is context-dependent.

In contrast, burnout has a positive and significant effect on turnover intention, indicating that higher burnout is associated with a greater intention to leave the job. This finding supports the view that prolonged work-related exhaustion can become a critical factor in employees' decisions to terminate their employment relationships. Burnout represents a psychological response to chronic stress characterized by emotional exhaustion, cynicism, and reduced personal accomplishment. Within Social Exchange Theory, burnout can reflect an imbalance between the demands imposed on individuals and the resources or support they receive, encouraging withdrawal from the employment relationship. This finding is consistent with Setiabudi and Wendra (2025) and Rahmah and Anindita (2025), who found a significant positive effect of burnout on turnover intention among Generation Z and part-time working students. Wong and Laschinger (2015) similarly demonstrated that burnout increases turnover intention by weakening organizational commitment. For employees managing dual roles, heavy workloads, limited rest, and simultaneous academic and professional demands may intensify burnout, making turnover appear to be a realistic coping mechanism. Therefore, burnout prevention through workload management, schedule flexibility, and social support is particularly important.

Simultaneously, work-life balance, mental health, and burnout significantly influence turnover intention, with the model explaining 62.4% of its variance. These findings support an integrative perspective in which psychosocial conditions collectively shape employees' decisions to remain or leave. Although work-life balance and mental health do not individually have significant effects, their inclusion alongside burnout contributes to the overall explanatory power of the model. This result is consistent with Sandini et al. (2024) and Hulu et al. (2025), who found that work-life balance and mental health jointly influence turnover intention among Generation Z employees. The findings suggest that reducing turnover intention among employees pursuing further studies requires a comprehensive approach that combines work-life balance support, mental health programs, and, most importantly, burnout prevention involving both organizations and educational institutions.

6. Conclusion

The study concludes that work-life balance and mental health do not have significant individual effects on turnover intention among Generation Z employees pursuing further studies in Semarang City. Although work-life balance showed a positive direction and mental health showed a negative direction, neither relationship was statistically significant. In contrast, burnout had a positive and significant effect on turnover intention, indicating that employees experiencing higher burnout are more likely to consider leaving their jobs. The simultaneous test further demonstrated that work-life balance, mental health, and burnout

significantly influence turnover intention, with the model explaining 62.4% of its variance. These findings highlight burnout as the strongest individual predictor, while the combined psychosocial conditions provide substantial explanatory power.

The findings have practical implications for organizations and educational institutions supporting working students. Efforts to reduce turnover intention should prioritize burnout prevention through manageable workloads, flexible schedules, adequate recovery time, and social support, while continuing to promote work-life balance and mental health support. This study is limited by its cross-sectional design, purposive sampling, and focus on employees pursuing further studies in Semarang City, which may limit generalizability and prevent causal conclusions. Future research should employ longitudinal or mixed-method designs, include larger and more diverse samples across cities and employment sectors, and examine mediating or moderating variables such as job satisfaction, organizational commitment, academic stress, perceived organizational support, and career opportunities. These approaches could provide a more comprehensive understanding of turnover intention among working students.

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