

HUBUNGAN ANTARA *JOB INSECURITY* DENGAN *TURNOVER INTENTION* PADA KARYAWAN PT KALIMILK YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *job insecurity* dengan *turnover intention* pada karyawan PT Kalimilk Yogyakarta. Hipotesis yang diajukan adalah ada hubungan positif antara *job insecurity* dengan *turnover intention* pada karyawan PT Kalimilk Yogyakarta. Subjek penelitian sebanyak 45 orang, teknik sampel yang digunakan dalam penelitian ini adalah *purposive sampling*. Pengumpulan data dilakukan dengan menggunakan Skala *Job Insecurity* dan Skala *Turnover Intention*. Metode analisis data yang digunakan adalah analisis *Pearson Correlation*. Berdasarkan hasil penelitian, diperoleh koefisien korelasi sebesar $r_{xy} = 0,284$ dengan taraf signifikansi sebesar $p = 0.030$ ($p > 0.050$), yang berarti ada hubungan positif yang signifikan antara *job insecurity* dan *turnover intention*. Sumbangan efektif *job insecurity* terhadap *turnover intention* sebesar 8% dimana 92% sisanya diperoleh dari faktor lain.

Kata kunci: *job insecurity*, *turnover intention*, karyawan, kalimilk

RELATIONSHIP BETWEEN JOB INSECURITY AND TURNOVER INTENTION IN EMPLOYEES PT KALIMILK YOGYAKARTA

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Abstract

This study aims to determine the relationship between job insecurity and turnover intention on employees of PT Kalimilk Yogyakarta. The hypothesis proposed is that there is a positive relationship between job insecurity and turnover intention on employees of PT Kalimilk Yogyakarta. The research subjects were 45 people, the sample technique used in this study was purposive sampling. Data collection is done by using Scale Job Insecurity and Turnover Intention Scale. The data analysis method used is Pearson Correlation analysis. Based on the results of the study, obtained a correlation coefficient of $r_{xy} = 0.284$ with a significance level of $p = 0.030$ ($p > 0.050$), which means there is a significant positive relationship between job insecurity and turnover intention. The effective contribution of job insecurity to turnover intention is 8% where the remaining 92% is obtained from other factors.

Keywords: job security, turnover intention, employees, kalimilk

