

## HUBUNGAN ANTARA *JOB INSECURITY* DAN *BURNOUT* DENGAN *TURNOVER INTENTION* PADA KARYAWAN DI PT. X

**Robet Suprpto<sup>1</sup>, Alimatus Sahrah**

Fakultas Psikologi Universitas Mercu Buana Yogyakarta

[enjoyfun323@gmail.com](mailto:enjoyfun323@gmail.com) [alimatus.sahrah@mercubuana-yogya.ac.id](mailto:alimatus.sahrah@mercubuana-yogya.ac.id)

### **Abstrak**

Penelitian ini bertujuan untuk mengetahui hubungan antara job insecurity dan burnout dengan turnover intention pada karyawan di PT. X. Subjek penelitian adalah karyawan di bagian dapur, pelayanan, dan kasir yang sudah bekerja minimal tiga bulan. Data dikumpulkan menggunakan Skala Turnover Intention, Skala Job Insecurity, dan Skala Burnout. Data dianalisis menggunakan regresi yang diperoleh nilai koefisien regresi sebesar 0.542 ( $p < 0.001$ ), sehingga hipotesis dalam penelitian ini dapat diterima. Diperoleh juga nilai korelasi setiap variabel yaitu 0.579 ( $p < 0.001$ ) berarti ada korelasi turnover intention dengan job insecurity dan 0.736 ( $p < 0.001$ ) berarti ada korelasi antara turnover intention dengan burnout. Sumbangan efektif yang diberikan job insecurity dan burnout sebesar 50%. Selanjutnya, sumbangan efektif yang diberikan setiap variabel yaitu job insecurity sebesar 5.2% dan burnout sebesar 44.8%, maka sisanya 50% di sumbangkan oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini seperti faktor kepuasan kerja, komitmen organisasi, kepercayaan terhadap organisasi, promosi, dan keadilan.

**Kata kunci :** job insecurity, burnout, turnover intention

## RELATIONSHIP BETWEEN JOB INSECURITY AND BURNOUT WITH TURNOVER INTENTION IN EMPLOYEES IN PT. X

**Robet Suprpto, Alimatus Sahrah**

Faculty of Psychology at Mercu Buana University in Yogyakarta  
[enjoyfun323@gmail.com](mailto:enjoyfun323@gmail.com) [alimatus.sahrah@mercubuana-yogya.ac.id](mailto:alimatus.sahrah@mercubuana-yogya.ac.id)

### ***Abstract***

*turnover intention in employees at PT. X. Research subjects are employees in the kitchen, service, and cashier who have worked for at least three months. Data was collected using Turnover Intention Scale, Job Insecurity Scale, and Burnout Scale. Data were analyzed using regression obtained regression coefficient values of 0.542 ( $p < 0.001$ ), so the hypothesis in this study can be accepted. Correlation value also obtained for each variable that is 0.579 ( $p < 0.001$ ) means there is a correlation between turnover intention with job insecurity and 0.736 ( $p < 0.001$ ) means there is a correlation between turnover intention and burnout. Effective contributions given job insecurity and burnout by 50%. Furthermore, the effective contribution given by each variable is job insecurity by 5.2% and burnout by 44.8%, then the remaining 50% is contributed by other factors not examined in this study such as work satisfaction, organizational commitment, trust in the organization, promotion and justice.*

***Keywords:*** *job insecurity, burnout, turnover intention*