

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *job burnout*, *job insecurity* dan iklim organisasi terhadap *turnover intention*. Sampel penelitian ini menggunakan sampel jenuh yang terdiri dari 102 karyawan pada PT. Bio Dua Ribu. Teknik pengumpulan data dengan wawancara dan penyebaran kuesioner, teknik analisisnya validitas, realibilitas dan goodness of fit dengan metode SEM. Hasil penelitian menunjukkan bahwa *job burnout* dan *job insecurity* berpengaruh positif dan signifikan terhadap *turnover intention*, sedangkan iklim organisasi berpengaruh negatif signifikan terhadap *turnover intention*.

Kata Kunci: *job burnout*, *job insecurity*, iklim organisasi, *turnover intention*

THE EFFECT OF JOB BURNOUT, JOB INSECURITY AND ORGANIZATIONAL CLIMATE ON TURNOVER INTENTION IN EMPLOYEES PT. BIO DUA RIBU

ABSTRACT

This study aims to determine the effect of job burnout, job insecurity and organizational climate on turnover intention. The sample of this study used a saturated sample consisting of 102 employees at PT. Bio Dua Ribu. The technique of collecting data is by interviewing and distributing questionnaires, the analysis technique of validity, reliability and goodness of fit is using the SEM method. The results showed that job burnout and job insecurity had a positive and significant effect on turnover intention, while the organizational climate has a significant negative effect on turnover intention.

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