

# **PENGARUH *JOB INSECURITY*, DAN STRES KERJA TERHADAP TURNOVER INTENTION KARYAWAN**

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## **ABSTRAK**

Tujuan penelitian ini adalah untuk mengetahui pengaruh signifikansi *job insecurity* dan stress kerja terhadap turnover intention karyawan di PT. Gembira Loka Yogyakarta. Penelitian dilakukan pada karyawan dengan jumlah responden sebanyak 50 karyawan. Data diperoleh dengan menyebarkan kuesioner yang dianalisis menggunakan teknik analisis regresi linier berganda. Hasil Pengujian ini secara statistik membuktikan bahwa *job insecurity* berpengaruh terhadap turnover intention. Artinya ada pengaruh secara parsial antara variabel *job insecurity* terhadap turnover intention dan hasil Pengujian stress kerja mempunyai pengaruh yang signifikan daripada *job insecurity* terhadap turnover intention. Sedangkan hasil uji F membuktikan bahwa terdapat pengaruh secara simultan antara *job insecurity* dan stress kerja terhadap turnover intention. Melalui hasil perhitungan yang telah dilakukan diperoleh nilai F hitung sebesar 12,287.

**Kata Kunci:** *job insecurity*, dan stress kerja terhadap turnover intention.

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## ***ABSTRACT***

The purpose of this study was to determine the effect of the significance of job insecurity and work stress on employee turnover intention at PT. Gembira Loka Yogyakarta. The study was conducted on employees with a total of 50 employees. Data obtained by distributing questionnaires were analyzed using multiple linear regression analysis techniques. The results of this test statistically prove that job insecurity affects turnover intention. This means that there is a partial effect between the job insecurity variable on turnover intention and the results of work stress testing have a significant effect than the job insecurity on turnover intention. While the F test results prove that there is a simultaneous influence between job insecurity and work stress on turnover intention. Through the results of calculations that have been made, the calculated F value is 12.287.

***Keywords:*** *Job Insecurity, And Work Stress On Tu.rnover Intention*