

## INTISARI

Penelitian ini dilakukan di Universitas Muhammadiyah Yogyakarta dengan analisis peran variabel *locus of control* sebagai variabel yang memoderasi hubungan *job insecurity* terhadap *turnover intention*. Adapun subjek penelitian ini adalah seluruh karyawan kontrak di Universitas Muhammadiyah Yogyakarta yang berjumlah 46 responden. Penelitian ini menggunakan *software* SPSS 16.0 dengan teknik analisis *Moderated Regression Analysis (MRA)*.

Berdasarkan penelitian yang sudah dilakukan pada karyawan kontrak di Universitas Muhammadiyah Yogyakarta diperoleh hasil yang menunjukkan variabel *job insecurity* berpengaruh negatif signifikan terhadap *turnover intention* dan variabel *locus of control* mampu memoderasi dengan menguatkan pengaruh *job insecurity* terhadap *turnover intention*.

Kata Kunci: *Job Insecurity, Locus of Control, dan Turnover Intention*.

## **ABSTRACT**

*This research was conducted at Muhammadiyah University Yogyakarta with analysis of role of locus of control variable as a variable that moderate job insecurity relationship to turnover intention. The subject of this study is all contract employees at the University of Muhammadiyah Yogyakarta, amounting to 46 respondents. This study uses SPSS 16.0 software with Moderated Regression Analysis (MRA) analysis technique.*

*Based on the research that has been done on the contract employee at Muhammadiyah University of Yogyakarta, the result showed that job insecurity variable has a significant negative effect on turnover intention and locus of control variable can moderate by strengthening the influence of job insecurity toward turnover intention.*

*Keywords: Job Insecurity, Locus of Control, and Turnover Intention.*