

INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh *job insecurity* terhadap komitmen organisasi secara parsial, pengaruh komitmen organisasi terhadap *turnover intention* secara parsial, pengaruh *job insecurity* terhadap *turnover intention* secara parsial, seberapa besar pengaruh secara langsung *job insecurity* terhadap *turnover intention* dengan pengaruh secara tidak langsung *job insecurity* terhadap *turnover intention* melalui komitmen organisasi.

Penelitian ini dilakukan di Kantor Badan Pertanahan Nasional Kabupaten Sleman. Jumlah sampel dari penelitian ini adalah 60 pegawai tidak tetap Kantor Badan Pertanahan Nasional Kab.Sleman. Analisis data menggunakan SPSS versi 22. Hasil penelitian ini menunjukkan bahwa *job insecurity* secara parsial mempengaruhi komitmen organisasi. Komitmen organisasi secara parsial mempengaruhi *turnover intention*. *Job insecurity* mempengaruhi *turnover intention*. Pengaruh langsung *job insecurity* terhadap *turnover intention* lebih besar dari pada pengaruh tidak langsung *job insecurity* terhadap *turnover intention* melalui komitmen organisasi.

Kata Kunci: Job Insecurity, Komitmen Organisasi, Turnover Intention

ABSTRACT

This study aims to determine the effect of job insecurity on organizational commitment partially, the influence of organizational commitment on turnover intention partially, the influence of job insecurity on turnover intention partially, how much influence directly job insecurity on turnover intention with the indirect effect of job insecurity on turnover intention through organizational commitment.

This research was conducted at the Sleman Regency National Land Agency Office. The number of samples from this study were 60 non-permanent employees of the Sleman Regency National Land Agency Office. Data analysis using SPSS version 22. The results of this study indicate that job insecurity partially affects organizational commitment. Organizational commitment partially affects turnover intention. Job security affects turnover intention. The direct effect of job insecurity on turnover intention is greater than the indirect effect of job insecurity on turnover intention through organizational commitment.

Keywords: Job Insecurity, Organizational Commitment, Turnover Intention