

INTISARI

Penelitian ini bertujuan untuk meneliti peran kepuasan kerja dalam memediasi hubungan antara *job insecurity* dengan *turnover intention* pada karyawan *outsourcing* PT. Pertamina Patra Niaga TBBM Rewulu Yogyakarta. Teknik sampel pada penelitian ini menggunakan *convenience sampling* dan terkumpul 95 responden. Teknik pengumpulan data menggunakan kuesioner. Metode analisis data yang digunakan berupa regresi sederhana, regresi berganda, dan analisis jalur. Hasil penelitian *job insecurity* berpengaruh negatif dan signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh positif dan tidak signifikan terhadap *turnover intention*, *job insecurity* berpengaruh negatif dan signifikan terhadap *turnover intention*, dan kepuasan kerja tidak dapat memediasi hubungan antara *job insecurity* dengan *turnover intention*.

ABSTRACT

This study aims to examine the role of job satisfaction in mediating the relationship between job insecurity and turnover intention on outsourcing employees of PT. Pertamina Patra Niaga TBBM Rewulu Yogyakarta. The sample technique in this study used a convenience sampling and collected 95 respondents. The technique of collecting data using a questionnaire. Data analysis method used in the form of simple regression, multiple regression, and path analysis. The results of job insecurity research have a negative and significant effect on job satisfaction, job satisfaction has a positive and not significant effect on turnover intention, job insecurity has a negative and significant turnover intention, and job satisfaction does not mediate the relationship between job insecurity and turnover intention.