

## INTISARI

Penelitian ini dilakukan di Dinas Perdagangan Bantul, yaitu pengaruh *job insecurity* terhadap *turnover intention* dengan komitmen organisasi sebagai variabel intervening. Adapun subjek penelitian ini yaitu pegawai Dinas Perdagangan Bantul, dengan jumlah responden sebanyak 73 responden. Penelitian ini menggunakan alat analisis software SPSS versi 25 dengan teknik *path analysis*.

Berdasarkan penelitian yang dilakukan di Dinas Perdagangan Bantul, diperoleh hasil bahwa adanya pengaruh *job insecurity* terhadap komitmen organisasi, komitmen organisasi berpengaruh terhadap *turnover intention*, tidak adanya pengaruh *job insecurity* terhadap *turnover intention* melainkan *job insecurity* berpengaruh terhadap *turnover intention* melalui komitmen organisasi sebagai variabel intervening.

Kata Kunci : *job insecurity*, komitmen organisasi, *turnover intention*

## **ABSTRACT**

*This research was conducted at the Bantul Trade Office, namely the effect of job insecurity on turnover intention with organizational commitment as an intervening variable. The subjects of this study are employees of the Bantul Trade Office, with a total of 73 respondents. This study uses SPSS version 25 software analysis tool with path analysis technique.*

*Based on research conducted at the Bantul Trade Office, the results show that the influence of job insecurity on organizational commitment, organizational commitment influences turnover intention, there is no effect of job insecurity on turnover intention but job insecurity influences turnover intention through organizational commitment as an intervening variable.*

*Keywords: job insecurity, organizational commitment, turnover intention*