

INTISARI

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

Penelitian ini dilakukan di UD Sumber Cahaya Abadi Kabupaten Kebumen. Jumlah sampel penelitian ini adalah 102 karyawan Sumber Cahaya Abadi Kabupaten Kebumen. Analisis data menggunakan SPSS versi 22.0. Hasil penelitian ini menyatakan bahwa *job insecurity* secara parsial berpengaruh terhadap komitmen organisasi. *Job insecurity* secara parsial berpengaruh terhadap *turnover intention*. Komitmen organisasi secara parsial berpengaruh terhadap *turnover intention*. Pengaruh tidak langsung *job insecurity* terhadap *turnover intention* melalui komitmen organisasi sebagai variabel *intervening* lebih besar daripada pengaruh langsung *job insecurity* terhadap *turnover intention*.

Kata kunci : *Job Insecurity, Komitmen Organisasi, Turnover Intention*

ABSTRACT

This study aims to determine the effect of job insecurity on organizational commitment partially, the effect of job insecurity on turnover intention partially, the effect of organizational commitment on turnover intention partially, and how much direct influence of job insecurity on turnover intention with the indirect effect of job insecurity on turnover intention through organizational commitment as an intervening variable.

This research was conducted at UD Sumber Cahaya Abadi Kebumen Regency. The number of samples of this study were 102 employees of Sumber Cahaya Abadi Kebumen Regency. Data analysis using SPSS version 22. The results of this study stated that job insecurity partially influences organizational commitment. Job insecurity partially influences turnover intention. Organizational commitment partially influences turnover intention. The indirect effect of job insecurity on turnover intention through organizational commitment as an intervening variable is greater than the direct effect of job insecurity on turnover intention.

Keywords: Job Insecurity, Organizational Commitment, Turnover Intention