

INTISARI

Penelitian ini ditujukan untuk mengetahui bukti empiris mengenai pengaruh *job insecurity*, *job stress* dan *work-family conflict* terhadap *turnover intention*.

Penelitian ini dilakukan pada karyawan CV. Batik Indah Rara Djonggrang. Jumlah sampel pada penelitian ini 67 responden. Teknik pengambilan sampel yang digunakan adalah *purposive sampling* dimana sampel diambil berdasarkan kriteria yang telah ditentukan. Adapun kriterianya adalah karyawan yang telah berkeluarga memiliki satu anak dan telah berkeluarga memiliki lebih dari satu anak serta yang telah bekerja di CV. Batik Indah Rara Djonggrang selama minimal 3 tahun. Metode pengumpulan data menggunakan kuesioner yang disebar kepada karyawan CV. Batik Indah Rara Djonggrang terkait variabel *job insecurity*, *job stress*, *work-family conflict* dan *turnover intention*.

Berdasarkan hasil uji T menunjukkan bahwa variabel *job insecurity*, *job stress* dan *work-family conflict* memiliki pengaruh yang signifikan terhadap *turnover intention* karyawan CV. Batik Indah Rara Djonggrang.

Kata kunci : *job insecurity*, *job stress*, *work-family conflict* dan *turnover intention*.

ABSTRACT

This study aimed to determine the empirical evidence about the influence of job insecurity, job stress and work-family conflict on turnover intention.

This research was conducted on employees CV. Batik Indah Rara Djonggrang. The number of samples in this studied 67 respondents. Sampling technique used was purposive sampling in which samples are taken based on predetermined criteria. The criteria were employees who have been married have one child and it have been married to have more than one child and who have worked at CV. Batik Indah Rara Djonggrang more than least 3 years. Methods of data collection used questionnaires were distributed to employees CV. Batik Indah Rara Djonggrang related variables job insecurity, job stress, work-family conflict and turnover intention.

Based on T test showed that the variables job insecurity, job stress and work-family conflict had significant influence on turnover intention CV. Batik Indah Rara Rara Djonggrang.

Keywords : job insecurity, job stress and work-family conflict on turnover intention.