

THE EFFECT OF JOB INSECURITY TO TURNOVER INTENTION OF OUTSOURCE EMPLOYEES AT PT. X

ABSTRACT

This study is entitled The Effect of Job Insecurity to Turnover Intention of Employees at PT. X. This research was intended to identify and analyze the influence of Job Insecurity partially and simultaneously to Turnover Intention of Outsource Employees at PT. X. The population in this research was outsource employees of the PT X as many as 299 people. Measuring Turnover Intention using Mobley turnover intention scale (1978) and job insecurity using Ashford et al (1989). This research uses a simple linear regression analysis to test whether there is an effect Job Insecurity to the Turnover Intension. The results showed that Job Insecurity very significant influence on turnover intention in outsource employees at PT. X.

Keywords: Job Insecurity, Turnover Intention, Outsource Employees.



PENGARUH JOB INSECURITY TERHADAP INTENSI TURNOVER KARYAWAN OUTSOURCING PT. X

ABSTRAK

Penelitian ini berjudul Pengaruh *Job Insecurity* Terhadap Intensi *Turnover* Karyawan Outsourcing PT. X. Penelitian ini bertujuan untuk mengidentifikasi dan menganalisis pengaruh *Job Insecurity* secara parsial dan simultan dengan Intensi *Turnover* Karyawan Outsourcing PT X. Populasi dalam penelitian ini adalah karyawan outsourcing PT X sebanyak 299 orang. Dengan alat ukur intensi turnover menggunakan skala intensi *turnover* Mobley (1989) dan *job insecurity* menggunakan skala *job insecurity* Ashford, dkk (1978). Penelitian ini menggunakan analisa regresi linear sederhana untuk mengetahui pengaruh *Job Insecurity* terhadap Intensi *Turnover*. hasil penelitian menunjukan *job insecurity* berpengaruh sangat signifikan terhadap Intensi *Turnover* pada karyawan outsourcing PT. X.

Kata Kunci: Job Insecurity, Intensi Turnover, Karyawan Outsourcing.