

## **ABSTRACT**

*This research is to know the influence of Job Insecurity, job satisfaction, and work stress on turnover intention employees of PT. Odysen Mitra Gemilang Jakarta. This study was conducted against 83 respondents using an associative quantitative approach. The data analysis used is structural equation modeling. The results showed that job insecurity has a positive and significant effect on the turnover of intention, job satisfaction is negative and significant to the turnover of intention, working stress is positive and significant to Turnover intention.*

*Keywords: Job Insecurity, Job Satisfaction, Work Stress, Turnover Intention*



## ABSTRAK

Penelitian ini untuk mengetahui pengaruh *Job Insecurity*, *kepuasan kerja*, dan stres kerja terhadap *turnover intention* karyawan PT. Odysen Mitra Gemilang Jakarta. Penelitian ini dilakukan terhadap 83 responden dengan menggunakan pendekatan kuantitatif asosiatif. Analisis data yang digunakan adalah structural equation modeling. Hasil penelitian menunjukkan bahwa *job insecurity* berpengaruh positif dan signifikan terhadap *turnover intention*, *kepuasan kerja* berpengaruh negatif dan signifikan terhadap *turnover intention*, stres kerja berpengaruh positif dan signifikan terhadap *turnover intention*.

**Kata kunci:** *Job insecurity*, *kepuasan Kerja*, *Stres kerja*, *Turnover intention*

