

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *Job Insecurity*, *Work Life Balance* dan *Time Demands Of Work* terhadap *Work Stress* dan *Turnover Intention Employee* PT. World Innovative Telecommunication. Penelitian ini dilakukan terhadap 80 responden dengan menggunakan pendekatan deskriptif kuantitatif. Pendekatan yang digunakan dalam penelitian ini adalah *Structural Equation Model* (SEM) dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *Job Insecurity* berpengaruh positif dan signifikan terhadap *Work Stress*. *Work Life Balance* berpengaruh negatif dan signifikan terhadap *Work Stress*. *Work Life Balance* berpengaruh negatif dan signifikan terhadap *Work Stress*. *Job Insecurity* berpengaruh positif dan signifikan terhadap *Turnover Intention*. *Work Life Balance* berpengaruh negatif dan signifikan terhadap *Turnover Intention*. *Time Demands of Work* berpengaruh positif dan signifikan terhadap *Turnover Intention*. *Work Stress* berpengaruh positif dan signifikan terhadap *Turnover Intention*.

Kata Kunci : *Job Insecurity*, *Work Life Balance*, *Time Demands Of Work*, *Work Stress* dan *Turnover Intention Employee*.



ABSTRACT

This study aims to examine and analyze the effect of Job Insecurity, Work Life Balance and Time Demands of Work on Work Stress and Turnover Intention Employees of PT. World Innovative Telecommunication. This research was conducted on 80 respondents using a quantitative descriptive approach. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tools. The results showed Job Insecurity had a positive and significant effect on Work Stress. Work Life Balance has a negative and significant effect on Work Stress. Work Life Balance has a negative and significant effect on Turnover Intention. Job Insecurity has a positive and significant effect on Turnover Intention. Time Demands of Work has a positive and significant effect on Turnover Intention. Work Stress has a positive and significant effect on Turnover Intention.

Keywords: *Job Insecurity, Work Life Balance, Time Demands Of Work, Work Stress and Turnover Intention Employee.*

