

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh *mental health*, *job insecurity* dan *work stress* terhadap *turnover intention* dengan *burnout* sebagai variable intervening pada PT. KCI UPT Manggarai. Metode penelitian yang digunakan dalam penelitian ini adalah metode deskriptif. Objek penelitian ini adalah masinis PT. KCI UPT Manggarai sebanyak 43 responden. Pendekatan yang digunakan dalam penelitian ini adalah *Component* atau *Variance Based Structural Equation Model* dengan alat analisis Smart-PLS. Hasil penelitian menunjukkan *mental health* berpengaruh positif signifikan terhadap *burnout* masinis PT. KCI UPT Manggarai. *Job Insecurity* berpengaruh positif signifikan terhadap *burnout* masinis PT. KCI UPT Manggarai. *Work Stress* berpengaruh positif signifikan terhadap *burnout* masinis PT. KCI UPT Manggarai. *mental health* berpengaruh positif signifikan terhadap *turnover intention* masinis PT. KCI UPT Manggarai. *Job Insecurity* berpengaruh positif signifikan terhadap *turnover intention* masinis PT. KCI UPT Manggarai. *Work Stress* berpengaruh positif signifikan terhadap *turnover intention* masinis PT. KCI UPT Manggarai. *Burnout* berpengaruh positif signifikan terhadap *turnover intention* masinis PT. KCI UPT Manggarai

Kata Kunci : *Mental Health*, *Job Insecurity*, *Work Stress*, *Burnout*, *Turnover Intention*



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ABSTRACT

This research aims to examine and analyze the effect of mental health, job insecurity and work stress on turnover intention with burnout as an intervening variable for employees of Pt. KCI UPT Manggarai. The method used in this research is descriptive method. The object of this research is 43 employees of PT. KCI UPT Manggarai. The approach used in this research is the Component or Variance Based Structural Equation Model with the Smart-PLS analysis tool. The results showed that mental health has a significant positive effect on burnout machinist PT. KCI UPT Manggarai. Job Insecurity significantly positive effect on burnout machinist PT. KCI UPT Manggarai. Work Stress has a significant positive effect on burnout machinist PT. KCI UPT Manggarai. Mental health significant positive effect on turnover intention of machinist PT. KCI UPT Manggarai. Job Insecurity significantly positive effect on turnover intention of PT. KCI UPT Manggarai. Work Stress has a significant positive effect on turnover intention of PT. KCI UPT Manggarai. Burnout has a significant positive effect on PT. KCI UPT Manggarai.

Keyword : Mental Health, Job Insecurity, Work Stress, Burnout, Turnover Intention



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