

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *job insecurity*, pengembangan karir, dan komitmen organisasi terhadap *turnover intention*. Jenis penelitian ini kuantitatif. Populasi penelitian seluruh karyawan PT. Bank BTN Kc Kebon Jeruk yang berjumlah 104 karyawan, teknik pengambilan sampel *non probability* sampling, dengan sampel jenuh. Instrumen penelitian ini menggunakan kuesioner. Metode analisa penelitian ini adalah regresi linier berganda menggunakan alat bantu SPSS 24. Hasil penelitian ini membuktikan bahwa *job insecurity* tidak berpengaruh signifikan terhadap *turnover intention*, pengembangan karir berpengaruh positif dan signifikan terhadap *turnover intention* dan komitmen organisasi berpengaruh positif dan signifikan terhadap *turnover intention*. Sebagai saran hendaknya perusahaan memberikan apresiasi lebih kepada karyawan bahwa untuk menurunkan *turnover intention*

Kata Kunci : *job insecurity*, pengembangan karir, komitmen organisasi, *turnover intention*.



ABSTRACT

This study aims to determine the effect of job insecurity, career development, and organizational commitment on turnover intention. This type of research is quantitative. The research population is all employees of PT. Bank BTN Kc Kebon Jeruk with a total of 104 employees, the sampling technique is non-probability sampling, with a saturated sample. The research instrument used a questionnaire. The analytical method of this study is multiple linear regression using SPSS 24. The results of this study prove that job insecurity has not a significant effect on turnover intention, career development has a positive and significant effect on turnover intention and organizational commitment has a positive and significant effect on turnover intention. As a suggestion, companies should give more appreciation to employees in order to reduce turnover intention

Keywords: *job insecurity, career development, organizational commitment, turnover intention.*

