

ABSTRACT

This research aims to determine the influence of job insecurity and job stress on turnover intention with job satisfaction as an intervening variable both directly and indirectly. The research method used is descriptive and verification methods. The sampling technique used was non-probability sampling with a sample size of 63 respondents. Data collection was carried out by observation, library research and distributing questionnaires using a 5-point numerical scale to measure 35 indicators. The analysis technique used is Partial Least Square-Structural Equation Modeling (PLS-SEM) using the SmartPLS 4 program.

The research results show that job insecurity, job stress, job satisfaction and turnover intention can be said to be still poor. Based on the results of the analysis, the direct influence of job insecurity on job satisfaction has a negative and significant effect, the direct influence of job stress on job satisfaction has a negative and significant influence, the direct influence of job insecurity on turnover intention has a positive and significant influence and the direct influence of job stress on turnover intention positive and significant effect. The results of the indirect influence of job insecurity on turnover intention through job satisfaction have a significant positive effect and the indirect influence of job stress on turnover intention through job satisfaction has a significant positive influence.

Keywords: Job insecurity, Job stress, Job satisfaction and Turnover Intention