

ABSTRACT

The purpose of this study is to assess how much influence job involvement, job characteristic and job insecurity on turnover intention on employees of PT Syafi'ie Nasional Utama Surabaya partially and simultaneously. This research is descriptive quantitative research. The population and samples used by researchers as many as 81 employees with sampling techniques using nonprobability with saturated sampling. The results of this study researchers proved that partially job involvement, job characteristic and job insecurity affect turnover intention and simultaneously job involvement, job characteristic and job insecurity affect turnover intention.

Keywords: *job involvement, job characteristic, job insecurity and turnover intention.*

ABSTRAK

Tujuan penelitian ini untuk menilai seberapa besar pengaruh *job involvement*, *job characteristic* dan *job insecurity* terhadap *turnover intention* pada karyawan PT Syafi'ie Nasional Utama Surabaya secara parsial maupun simultan. Penelitian ini merupakan penelitian deskriptif kuantitatif. Populasi dan sampel yang digunakan peneliti sebanyak 81 karyawan dengan teknik pengambilan sampel menggunakan nonprobability dengan sampling jenuh. Hasil penelitian ini peneliti membuktikan bahwa secara parsial *job involvement*, *job characteristic* dan *job insecurity* berpengaruh terhadap *turnover intention* dan secara simultan *job involvement*, *job characteristic* dan *job insecurity* berpengaruh terhadap *turnover intention*.

Kata Kunci: *job involvement*, *job characteristic*, *job insecurity* dan *turnover intention*