

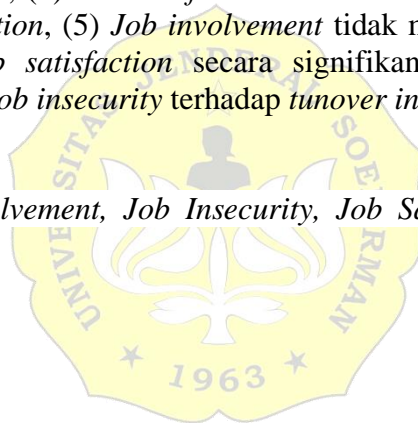
RINGKASAN

Penelitian ini merupakan penelitian survey pada karyawan PT. Basirih Industrial Banjarmasin. Penelitian ini mengambil judul “*Job Involvement* Sebagai Pemoderasi Pengaruh *Job Insecurity* Terhadap *Job Satisfaction* dan *Turnover Intention*”.

Penelitian ini bertujuan untuk mengetahui pengaruh *job involvement* sebagai pemoderasi antara hubungan *job insecurity* terhadap *job satisfaction* dan hubungan *job insecurity* terhadap *turnover intention*. Jenis penelitian ini adalah penelitian kuantitatif dengan teknik pengambilan data disatu waktu (*cross section*). Jumlah responden dalam penelitian ini adalah 92 responden.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM-PLS, menunjukkan bahwa: (1) *Job insecurity* berpengaruh positif signifikan terhadap *turnover intention*, (2) *Job insecurity* berpengaruh negatif signifikan terhadap *job satisfaction*, (3) *Job insecurity* berpengaruh negative secara signifikan terhadap *job satisfaction*, (4) *Job satisfaction* memediasi pengaruh *job insecurity* terhadap *turnover intention*, (5) *Job involvement* tidak memoderasi pengaruh *job insecurity* terhadap *job satisfaction* secara signifikan. (6) *Job involvement* memoderasi pengaruh *job insecurity* terhadap *turnover intention*.

Kata Kunci : *Job Involvement*, *Job Insecurity*, *Job Satisfaction* dan *Turnover Intention*



SUMMARY

This research is a survey research on employees of PT. Basirih Industrial Banjarmasin. " Job Involvement as a Moderator of the Effect of Job Insecurity on Job Satisfaction and Turnover Intention".

This study aims to determine the "Effect of Job Involvement as a Moderator between The Relationship of Job Insecurity to Job Satisfaction and The Relationship of Job Insecurity to Turnover Intention. This research is theoretical research. This research is a quantitative research with cross section. There were 92 employee chosen as respondents of the research.

Based on results of research and data analysis using SEM-PLS, it has got the conclusions: (1) Job insecurity has a significant positive effect on turnover intention, (2) Job insecurity has a significant negative effect on job satisfaction, (3) Job insecurity has a significant negative effect on job satisfaction, (4) Job satisfaction mediates the effect of job insecurity on turnover intention, (5) Job involvement does not significantly moderate the effect of job insecurity on job satisfaction. (6) Job involvement moderates the effect of job insecurity on turnover intention.

Keywords: Job Involvement, Job Insecurity, Job Satisfaction and Turnover Intention

