

## ABSTRAK

**Rizqia Mauliza, NIM 7181210017 “Pengaruh Job Insecurity dan Stres Kerja Terhadap Turnover Intention Karyawan Pada Head Office PT SUZUYA Group Cabang Medan Sunggal”, Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2023.**

Penelitian ini bertujuan untuk mengetahui pengaruh Job Insecurity dan Stres Kerja Terhadap Turnover Intention Karyawan Pada Head Office PT SUZUYA Group Cabang Medan Sunggal. Penelitian ini dilaksanakan di PT. Suzuya Group Cabang Medan Sunggal. Sampel dalam penelitian berjumlah 60 orang. Pengambilan sampel menggunakan rumus *Slovin*. Teknik pengumpulan data yang digunakan adalah melalui angket (kuesioner) yang pengukurannya dengan skala likert dan diolah secara statistik menggunakan analisis regresi berganda dan pengujian hipotesis uji t, uji f, dan koefisien determinan yang sebelumnya data telah diuji menggunakan uji validitas, uji reliabilitas, dan uji asumsi klasik. Pengolahan data menggunakan program *SPSS 25.0 for Windows*. Secara parsial, *Job Insecurity* dan Stres Kerja berpengaruh positif dan signifikan terhadap *Turnover Intention*. Berdasarkan hasil penelitian, menunjukkan bahwa variabel *Job Insecurity* dan Stres Kerja secara simultan berpengaruh terhadap *Turnover Intention*

**Kata Kunci:** *Job Insecurity, Stres Kerja , Turnover Intention*

## **ABSTRACT**

**Rizqia Mauliza, NIM 7181210017 “The Effect of job insecurity and Work Stress on Employee Turnover Intention at the Head Office of PT SUZUYA Group, Medan Sunggal”. Thesis majoring in Management, Faculty of Economics, State University of Medan, 2023.**

*This study aims to know the effect of job insecurity and Work Stress on Employee Turnover Intention at the Head Office of PT SUZUYA Group, Medan Sunggal. The research was conducted in PT SUZUYA Group, Medan Sunggal. Sample in this research included 60 respondents. Sample collection technique used Slovin formula. Data collection techniques used were through questionnaires whose measurements were with likert scale and were processed statistically using multiple regression analysis and testing the hypothesis of the t test, f test, and the determinant coefficient before the data had been tested using the validity test, reliability test, and classic assumption test data processing using SPSS 25.0 for Windows. Partially, Job Insecurity and Work Stress have a positive and significant effect on Turnover Intention. Based on the results of study, showed that the variable Job Insecurity and Work Stress simultaneously effect Turnover Intention.*

**Keywords: Job Insecurity, Work Stress , Turnover Intention**

