

PENGARUH KOMITMEN ORGANISASI DAN *JOB INSECURITY* TERHADAP INTENSI *TURNOVER*

Abstrak

Responden penelitian adalah dosen Universitas Widyatama, tujuan penelitian untuk menganalisis komitmen organisasi, job insecurity terhadap intensi turn over. Metode pengambilan data dengan cara survey, metode penentuan sampel dengan Simple Random Sampling (SRS). Skala liker digunakan untuk metode analisis data dengan interval 0,8. Pengujian dilakukan dengan analisis regresi berganda, serta melakukan uji validitas, uji reliabilitas dan uji asumsi klasik. Variabel penelitian X1 dan X2 terhadap Y. Tanggapan responden untuk komitmen organisasi tinggi, untuk komitmen afektif, normatif dan continuance dengan skor tertinggi ada pada afektif. Job insecurity dan intensi turn over dosen juga tinggi

Kata Kunci: Komitmen, job insecurity, intensi, turnover, loyal, Organizational withdrawal

Abstract - The respondents were University Widyatama Lecturers, objective research to analyze organizational commitment, job insecurity on turnover intention. Method of data collection by way of surveys, sampling methods with Simple Rrandom Sampling (SRS). Liquer scale is used for data analysis method with intervals of 0.8. Tests carried out by double regression analysis, as well as to test the validity, reliability test and the test of classical assumptions. Research variables X1 and X2 on Y. Responder to high organizational commitment, for affective commitment, normative and continuance with the highest score on affective. Job insecurity and turnover intention lecturers is also high

Keywords: Commitment, job insecurity, intensions, turnover, loyal, Organizational withdrawal