

**PENGARUH *JOB STRESS*, *JOB INSECURITY* DAN *BURNOUT*
TERHADAP *TURNOVER INTENTION* PADA PT ANUGRAH YADEN
UTAMA BOGOR**

ABSTRAK

Penelitian ini bertujuan untuk menguji apakah ada pengaruh langsung *job stress*, *job insecurity* dan *burnout* terhadap *turnover intention* dan pengaruh tidak langsung *job stress* dan *job insecurity* terhadap *turnover intention* melalui *burnout*. Penelitian ini menggunakan pendekatan kuantitatif, yang diukur menggunakan metode *path analysis* dengan bantuan SPSS versi 25. Populasi dari penelitian ini adalah karyawan PT Augrah Yaden Utama dan sampel yang digunakan adalah sampel jenuh yaitu seluruh populasi sebanyak 62 responden. Hasil penelitian ini menunjukkan bahwa *job stress*, *job insecurity* dan *burnout* berpengaruh langsung positif terhadap *turnover intention*, kemudian *job stress* tidak berpengaruh terhadap *turnover intention* melalui *burnout*, tetapi *job insecurity* berpeangaruh tidak langsung terhadap *turnover intention* melalui *burnout*.

Kata Kunci : *Job stress, Job Insecurity, Burnout, Turnover Intention*

ABSTRACT

This study aims to test whether there is a direct influence of job stress, job insecurity and burnout on turnover intention and an indirect influence of job stress and job insecurity on turnover intention through burnout. This research uses a quantitative approach, which is measured using the path analysis method with the help of SPSS version 25. The population of this research is employees of PT Augrah Yaden Utama and the sample used is a saturated sample, namely the entire population of 62 respondents. The results of this study show that job stress, job insecurity and burnout have a direct positive effect on turnover intention, then job stress has no effect on turnover intention through burnout, but job insecurity has an indirect effect on turnover intention through burnout.

Key Word : *Job stress, Job Insecurity, Burnout, Turnover Intention*