

ABSTRACT

SITI WAHYUNINGRUM. Analysis Job Descriptions and Job Satisfaction With Turnover Turnover (Case Study In Shipping Employees Of PT Wintermar Offshore Marine Group), Sypervised by Rina Anindita.

This research is based on Job insecurity has an effect on turnover intention. This indicates that the higher level of job insecurity, the higher the level of employee turnover intention. The objective of the research is determine the effect of Job Insecurity (X_1) and Job Satisfaction (X_2) on Turnover Intention (Y) on shipping employees of PT. Wintermar Offshore Marine Group. The sample in this research is 84 people using Census Sampling technique Data collection using questionnaire by using likert scale. The analysis used in this research is path analysis. The result showed that Job Insecurity significantly influence Job Satisfaction, Job Satisfaction has significant influence to Turnover Intention, Job Insecurity and Job Satisfaction have a significant effect.

keywords: Job Insecurity, Job Satisfaction, Turnover Intention