

ABSTRAK

Judul : Pengaruh *Self Efficacy* dan *Job Insecurity* Terhadap *Turnover Intention* Melalui Komitmen Organisasional
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Tujuan penelitian ini untuk mengetahui pengaruh *Self Efficacy* dan *Job Insecurity* terhadap *Turnover Intention* melalui Komitmen Organisasional. Penelitian ini dilakukan kepada Alumni Universitas Esa Unggul yang sudah bekerja dengan jumlah responden 140. Responden penelitian ditentukan menggunakan teknik *purposive sampling*. Pengumpulan data dilakukan dengan penyebaran kuesioner dengan menggunakan skala *Likert* 4 poin untuk mengukur 28 indikator. Teknik analisis data menggunakan *analysis path*. Hasil penelitian ini membuktikan bahwa *self efficacy* berpengaruh positif dan signifikan terhadap komitmen organisasional, *job insecurity* tidak berpengaruh terhadap komitmen organisasional, komitmen organisasional berpengaruh secara negatif dan signifikan terhadap *turnover intention*, *self efficacy* tidak berpengaruh terhadap *turnover intention* dan *job insecurity* berpengaruh secara positif dan signifikan terhadap *turnover intention*. Pada penelitian ini *self efficacy* tidak dapat secara langsung berpengaruh terhadap *turnover intention* tanpa melalui komitmen organisasional dan *job insecurity* tidak berpengaruh terhadap *turnover intention* melalui komitmen organisasional.

Kata kunci: *self efficacy*, *job insecurity*, *turnover intention* dan komitmen organisasional.

ABSTRACT

Title : *The Effect of Self Efficacy and Job Insecurity on Turnover Intention through Organizational Commitment*
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This study aims to determine the effect of Self Efficacy and Job Insecurity on Turnover Intention through Organizational Commitment. This research was conducted on Alumni of Esa Unggul University with a total of 140 respondents. The number of respondents is determined using purposive sampling technique. The data collection is done by distributing questionnaires using a 4-point Likert scale to measure 28 indicators. Data analysis technique used is path analysis. The results of this study prove that self efficacy has a positive and significant effect on organizational commitment, job insecurity has no effect on organizational commitment, organizational commitment has a negative and significant effect on turnover intention, self-efficacy has no effect on turnover intention and job insecurity has a positive and significant effect on turnover intention. In this study, self efficacy cannot directly affect turnover intention without going through organizational commitment and job insecurity has no effect on turnover intention through organizational commitment.

Key words: *self efficacy, job insecurity, turnover intention, and organizational commitment*