

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *job insecurity*, kepuasan kerja, dan motivasi kerja terhadap *turnover intention* karyawan kontrak dinas kebersihan dan ruang terbuka hijau (DKRTH). Jenis penelitian yang digunakan adalah penelitian kuantitatif. Populasi dalam penelitian ini yaitu seluruh karyawan di DKRTH Surabaya sebanyak 54 responden. Sampel yang akan digunakan dalam penelitian ini adalah seluruh karyawan atau sampel jenuh sebanyak 54 responden. Teknik analisis yang digunakan dalam penelitian ini dengan analisis regresi linier berganda, uji asumsi klasik, uji kelayakan model, perumusan hipotesis dengan menggunakan program SPSS.

Hasil penelitian menunjukkan bahwa variabel *Job Insecurity* berpengaruh positif dan signifikan terhadap *turnover intention* dengan koefisien regresi sebesar 0,334 dan tingkat signifikansi sebesar 0,001, variabel kepuasan kerja berpengaruh positif dan signifikan terhadap *turnover intention* dengan koefisien regresi sebesar -0,410 dan tingkat signifikansi sebesar 0,004 dan variabel motivasi kerja berpengaruh positif dan signifikan terhadap *turnover intention* dengan koefisien regresi sebesar -0,512 dan tingkat signifikansi sebesar 0,001 maka dapat disimpulkan bahwa variabel *Job Insecurity*, Kepuasan Kerja, dan Motivasi Kerja berpengaruh positif dan signifikan terhadap *turnover intention* pada karyawan kontrak DKRTH Surabaya.

**Kata Kunci:** *Job Insecurity*, Kepuasan Kerja, Motivasi Kerja, *Turnover Intention*

## ABSTRACT

This research aimed to find out the effect of job insecurity, working satisfaction, and motivation on turnover intention of contract employees of Green Cleaning and Open Space Agency. While, the research was quantitative. Moreover, the population was all employees of Green Cleaning and Open Space Agency. Furthermore, there were 54 respondents as sample. In addition, the data analysis technique used multiple linear regression, classical assumption test, proper model test, and hypothesis test with SPSS.

The research result concluded job insecurity had positive and significant effect on turnover intention with regression coefficient of 0.334 and significance of 0.001. Likewise, working satisfaction had positive and significant effect on turnover intention with regression coefficient of -0.410 and significance of 0.004. Similar to job insecurity and working satisfaction, working motivation had positive and significant effect on turnover intention with regression coefficient of -0.521 and significance of 0.001. In brief, job insecurity, working satisfaction and motivation had positive and significant effect on turnover intention of contract employees of Green Cleaning and Open Space Agency, Surabaya.

**Keywords:** Job Insecurity, Working Satisfaction, Working Motivation, Turnover Intention



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