

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *job insecurity* dan *burnout* terhadap *turnover intention* melalui komitmen organisasional sebagai variabel intervening. *Job insecurity* diukur melalui arti pekerjaan bagi individu, promosi, ancaman peristiwa, hubungan kerja dan ketidakberdayaan. *Burnout* diukur melalui kelelahan fisik, kelelahan emosional, kelelahan mental, dan rendahnya penghargaan diri. *Turnover intention* diukur melalui pemikiran keluar dari perusahaan, keinginan mencari pekerjaan lain, dan pemikiran meninggalkan organisasi untuk kedepannya. Komitmen organisasional diukur melalui kemauan karyawan, kesetiaan karyawan, dan kebanggaan karyawan dalam organisasi.

Jenis penelitian ini adalah penelitian kuantitatif. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *probability sampling* dengan metode *cluster sampling* dan *simple random sampling*. Populasi penelitian adalah tenaga kesehatan pada lima rumah sakit di Surabaya rujukan pasien Covid-19. Sampel sebanyak 100 responden, yang diperoleh dengan menggunakan perhitungan teknik slovin. Metode analisis data yang digunakan adalah analisis jalur dengan menggunakan program Smart PLS 2.0, dan pengaruh tidak langsung menggunakan uji sobel.

Hasil penelitian menunjukkan bahwa *job insecurity* dan *burnout* berpengaruh terhadap *turnover intention* dan komitmen organisasional. Komitmen organisasional tidak berpengaruh terhadap *turnover intention*. Selain itu, hasil uji Sobel menunjukkan bahwa komitmen organisasional tidak mampu memediasi pengaruh *job insecurity* dan *burnout* terhadap *turnover intention*.

Kata Kunci: *job insecurity*, *burnout*, *turnover intention*, dan komitmen organisasional

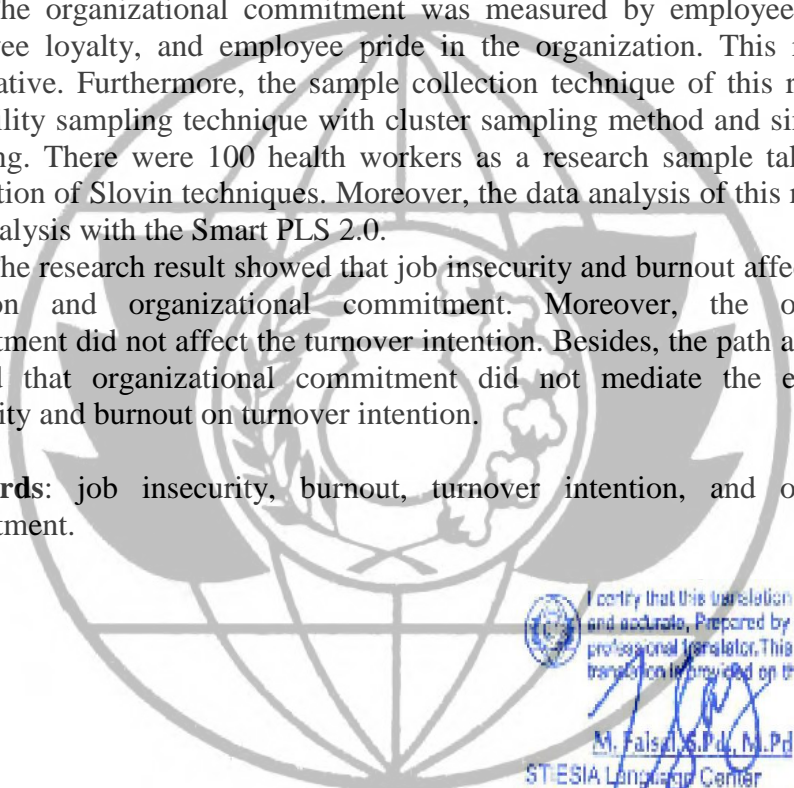
ABSTRACT

This research aimed to examine the effect of job insecurity and burnout on turnover intention through organizational commitment as the intervening variable (Study on Hospital Health Workers in Surabaya). Furthermore, job insecurity was measured by the meaning of a job for an individual, promotion, threat of events, employment relationships and powerlessness. Meanwhile, burnout was measured by physical exhaustion, emotional exhaustion, mental exhaustion, and low self-esteem. On the other hand, the turnover intention was measured by the thoughts of leaving the company, desire to find another job, and thought of leaving the organization in the future.

The organizational commitment was measured by employee willingness, employee loyalty, and employee pride in the organization. This research was quantitative. Furthermore, the sample collection technique of this research used probability sampling technique with cluster sampling method and simple random sampling. There were 100 health workers as a research sample taken from the calculation of Slovin techniques. Moreover, the data analysis of this research used path analysis with the Smart PLS 2.0.

The research result showed that job insecurity and burnout affected turnover intention and organizational commitment. Moreover, the organizational commitment did not affect the turnover intention. Besides, the path analysis result showed that organizational commitment did not mediate the effect of job insecurity and burnout on turnover intention.

Keywords: job insecurity, burnout, turnover intention, and organizational commitment.



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