

ABSTRAK

Dewanda Evelyn Pradita. 2025. Pengaruh *Burnout* Dan *Job Insecurity* Terhadap *Turnover Intention* Dengan *Organizational Commitment* Sebagai Variabel Mediasi (Studi Kasus Pada CV Soni Konveksi Kabupaten Ngawi). Skripsi. Program Studi Manajemen, Fakultas Ekonomi Dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S.E., M.M. Pembimbing (II) Dr. Apriyanti, S.E.,M.M., CPSMM.

Turnover intention merupakan kecenderungan karyawan untuk mengundurkan diri dari tempat kerja secara sukarela, yang dapat dipengaruhi oleh berbagai faktor internal maupun eksternal. Penelitian ini bertujuan untuk mengetahui pengaruh *burnout* dan *job insecurity* terhadap *turnover intention* dengan *organizational commitment* sebagai variabel mediasi. Metode yang digunakan dalam penelitian ini adalah pendekatan kuantitatif dengan teknik pengambilan sampel jenuh, di mana seluruh karyawan CV Soni Konveksi di Kecamatan Paron, Kabupaten Ngawi dijadikan sampel dengan jumlah 62 responden. Pengumpulan data dilakukan menggunakan kuesioner, dan teknik analisis data menggunakan uji regresi linier berganda serta uji mediasi dengan bantuan *software SPSS*. Hasil penelitian menunjukkan bahwa *burnout* berpengaruh positif dan signifikan terhadap *turnover intention*, *job insecurity* berpengaruh positif dan signifikan terhadap *turnover intention*, *burnout* dan *job insecurity* berpengaruh negatif dan signifikan terhadap *organizational commitment*, serta *organizational commitment* berpengaruh negatif dan signifikan terhadap *turnover intention*. Selain itu, *organizational commitment* terbukti memediasi secara parsial pengaruh *burnout* dan *job insecurity* terhadap *turnover intention*.

Kata Kunci: *Burnout, Job Insecurity, Organizational Commitment, Turnover Intention.*

ABSTRACT

Dewanda Evelyn Pradita. 2025. *The Effect of Burnout and Job Insecurity towards Turnover Intention, with Organizational Commitment as a Mediating Variable (Case Study at CV. Soni Konveksi, Ngawi Regency). Undergraduate Thesis. Management Study Program, Faculty of Economics and Business, Universitas PGRI Madiun. Advisor (I): Dr. Karuniawati Hasanah, S.E., M.M. Advisor (II): Dr. Apriyanti, S.E., M.M., CPSMM.*

Turnover intention is the tendency of employees to voluntarily resign from their workplaces, which can be influenced by various internal and external factors. This study aims to determine the effect of burnout and job insecurity towards turnover intention, with organizational commitment as a mediating variable. The method used in this study was a quantitative approach with saturated sampling technique, with all employees of CV Soni Konveksi in Paron District, Ngawi Regency, being sampled with 62 respondents. Data collection was conducted using a questionnaire, and data analysis utilized multiple linear regression and a mediation test using SPSS software. The results show that burnout has a positive and significant effect towards turnover intention, job insecurity has a positive and significant effect towards turnover intention, burnout and job Insecurity has a negative and significant effect towards organizational commitment, and organizational commitment has a negative and significant effect towards turnover intention. Furthermore, organizational commitment is shown to partially mediate the effect of burnout and job insecurity towards turnover intention.

Keywords: *Burnout, Job Insecurity, Organizational Commitment, Turnover Intention.*