

***The Effect of Job Insecurity on Turnover Intention Through Job Satisfaction  
as an Mediation Variable***

***ABSTRACT***

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*This study aims to determine, analyze, and explain the effect of job insecurity and job satisfaction on turnover intention, the effect of job insecurity on job satisfaction, and the mediating role of job satisfaction in the effect of job insecurity on turnover intention. This study uses a quantitative approach. The population of this study amounted to 222 employees with a total sample of 70 employees of the Jombang Nahdlatul Ulama Hospital. Research data was obtained from the distribution of questionnaires using a Likert scale. Data analysis technique using SEM-PLS (Structural Equation Modeling–Partial Least Square) with the help of the SmartPLS application. The results of this study indicate that the high job insecurity felt by employees can trigger the potential for increased turnover intention. Meanwhile, high job insecurity can lead to the emergence of the potential in reducing job satisfaction. In addition, low job satisfaction can also lead to the potential for the increasing turnover intention among employees. In addition, job satisfaction is also able to partially mediate the relationship between job insecurity and turnover intention.*

***Keywords: Job Insecurity, Job Satisfaction, Turnover Intention.***