

THE EFFECT OF JOB INSECURITY, WORKLOAD AND COMPENSATION ON TURNOVER INTENTION ON J&T EXPRESS EMPLOYEES

(Case Study on Employees of J&T Express Kabuh Branch)

ABSTRACT

By :

Syarif Hidayatulloh

Guiding Lecturer :

Rita Mutiarni, SE.,MM

Compensation for Turnover Intention to Employees at J&T Express Kabuh. Data was collected by distributing questionnaires, interviews, observation and documentation. This study uses a quantitative method with a descriptive quantitative approach that aims to describe or provide an overview of the object under study through the data or samples that have been collected. The population used is Caretaker Employees at J&T Express Kabuh, totaling 450 employees. The sampling technique used was the saturated sample technique. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis testing through t test and coefficient of determination (R^2) with the help of SPSS version 22. For J&T Express Kabuh employees, a high workload will increase the Turnover Intention for J&T Express Kabuh employees and the higher the compensation, the Turnover Intention level will decrease for J&T Express Kabuh employees

Keywords: Job Insecurity, Workload, Compensation, and Turnover Intention.