

ABSTRACT

Kaltim Post Samarinda is a daily newspaper company in Samarinda. The decline in newspaper and publishing business growth has affected the condition of human resources at Kaltim Post Samarinda. Based on the pre-survey, preliminary, interviews and company data that have been collected, the result is the employee turnover rate exceeds 10%. The results of interviews and preliminaries that have been conducted also show indications of job insecurity and high job stress. This is indicated by the feelings of employees who are worried about the continuity of work and indicators of stress they face while doing work.

The purpose of this study was to determine job insecurity, work stress and turnover intention and to find out the effect of job insecurity, work stress and turnover intention on employees of Kaltim Post Samarinda.

The data in this study were obtained by distributing questionnaires to 54 respondents who were employees of Kaltim Post Samarinda. The method used is non probability sampling with saturated sampling. The processed data will be analyzed using descriptive analysis techniques, coefficient determination and path analysis with SPSS version 23 for windows.

Based on the results of hypothesis testing, it is found that job insecurity and work stress have a positive and significant effect on turnover intention. The coefficient of determination using R² shows an effect of 66.2% of job insecurity and work stress on turnover intention. The path analysis shows the effect of job insecurity by 50.08% and job stress by 16.14%.

Keywords: Job Insecurity, Job Stress, Turnover Intention.