

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar signifikansi kecerdasan emosional dan job insecurity terhadap turnover intention melalui kepuasan kerja sebagai variabel intervening pada PT. Rimbo Panjang Sumber Makmur Kab. Pasaman Barat.

Penelitian ini terdiri dari 4 variabel Independen yaitu Kecerdasan emosional, Job Insecurity, Turnover Intention, Kepuasan Kerja sebagai variabel intervening. Metode pengumpulan data menggunakan kuesioner dengan sampel sebanyak 89 responden.

Metode yang digunakan adalah analisis jalur berganda. Berdasarkan hasil penelitian menunjukkan bahwa kecerdasan emosional, job insecurity berpengaruh signifikan terhadap turnover intention, kemudian pada analisis jalur menunjukkan bahwa kepuasan kerja mediasi kecerdasan emosional terhadap turnover intention, kepuasan kerja mediasi job insecurity terhadap turnover intention, kecerdasan emosional, job insecurity signifikan terhadap kepuasan kerja berganda, kepuasan kerja terhadap turnover intention.

Kata kunci: kecerdasan emosional, *job insecurity*, *turnover intention*, kepuasan kerja

ABSTRACT

The purpose of this study was to find out how significant emotional intelligence and job insecurity are on turnover intention through job satisfaction as an intervening variable at PT. Rimbo Panjang Sumber Makmur, West Pasaman Regency.

This study consists of 4 independent variables, namely Emotional Intelligence, Job Insecurity, Turnover Intention, Job Satisfaction as an intervening variable. Methods of data collection using a questionnaire with a sample of 89 respondents.

The method used is multiple path analysis. Based on the results of the study, it shows that emotional intelligence, job insecurity has a significant effect on turnover intention, then the path analysis shows that job satisfaction mediating emotional intelligence on turnover intention, job satisfaction mediating job insecurity on turnover intention, emotional intelligence, job insecurity is significant on multiple job satisfaction. , job satisfaction on turnover intention.

Keywords: emotional intelligence, job insecurity, turnover intention, job satisfaction