

ABSTRAK

HUBUNGAN ANTARA *JOB INSECURITY* DENGAN *TURNOVER INTENTION* PADA GURU KONTRAK DI KABUPATEN PESISIR SELATAN

Penelitian ini bertujuan untuk mengetahui secara empirik apakah terdapat hubungan antara *Job Insecurity* dengan *Turnover Intention* pada Guru Kontrak di Kabupaten Pesisir Selatan. Alat ukur yang digunakan dalam penelitian ini adalah skala *Job Insecurity* dan skala *Turnover Intention* menggunakan metode *simple random sampling* untuk menentukan jumlah sampel guru kontrak yang digunakan sebagai sampel penelitian adalah 83 orang. Hasil koefisien validitas pada skala *Job Insecurity* dengan nilai *corrected item-total correlation* berkisar antara 0,597 sampai dengan 0,763, sedangkan koefisien reliabilitasnya 0,836. Hasil koefisien validitas pada skala *Turnover Intention* dengan nilai *corrected item-total correlation* berkisar antara 0,682 sampai dengan 0,770, sedangkan koefisien reliabilitasnya sebesar 0,850. Teknik analisis data menggunakan uji normalitas, uji linearitas dan uji hipotesis. Berdasarkan analisis data, nilai korelasi 0,501 dengan Tingkat signifikansi 0,000 diperoleh, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan yang signifikan antara *job insecurity* dengan *turnover intention* berarah positif pada guru kontrak di kabupaten Pesisir Selatan, artinya semakin tinggi *job insecurity* guru kontrak di Kabupaten Pesisir Selatan, maka semakin tinggi pula *turnover intention* yang dimiliki guru kontrak di Kabupaten Pesisir Selatan. Adapun kontribusi efektif dari variabel *job insecurity* pada *turnover intention* sebesar 25,10%.

Kata Kunci: guru kontrak, *job insecurity*, korelasi, kabupaten, *turnover intention*

ABSTRACT

THE RELATIONSHIP BETWEEN JOB INSECURITY AND TURNOVER INTENTION AMONG CONTRACT TEACHERS IN PESISIR SELATAN DISTRICT

This study aims to empirically know whether there is a relationship between job insecurity and turnover intention in contract teachers in Pesisir Selatan district. The measuring instrument used in this study is the Job Insecurity scale and the Turnover Intention scale using the simple random sampling method to determine the number of contract teacher samples used as research samples is 83 people. The results of the validity coefficient on the Job Insecurity scale with the corrected item-total correlation value ranging from 0.597 to 0.763, while the reliability coefficient is 0.836. The results of the validity coefficient on the Turnover Intention scale with a corrected item-total correlation value ranging from 0.682 to 0.770, while the reliability coefficient is 0.850. The data analysis technique uses normality test, linearity test and hypothesis testing. Based on data analysis, a correlation value of 0.501 with a significance level of 0.000 was obtained, which means the hypothesis is accepted. This shows that there is a significant relationship between job insecurity and turnover intention with a positive direction in contract teachers in South Pesisir district, meaning that the higher the job insecurity of contract teachers in South Pesisir district, the higher the turnover intention of contract teachers in South Pesisir district. The effective contribution of the job insecurity variable on turnover intention is 25,10%.

Keywords: contract teacher, job insecurity, correlation, district, turnover intention