

## **ABSTRACT**

### **THE EFFECT OF JOB INSECURITY AND WORK MOTIVATION ON EMPLOYEE TURNOVER INTENTION AT PT. BFI FINANCE TULANG BAWANG**

**By:**

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The purpose of the study was to find the effect of job insecurity and work motivation on turnover intention at PT. BFI Finance Tulang Bawang. The type of research used in this study was quantitative with an associative method. The data collection method used primary data in the form of interviews and questionnaire distribution. The population in this study was 64 employees, using a saturated sampling technique by selecting all employees to be sampled, totaling 35 employees. The data analysis requirement tests used normality test, linearity test, and multicollinearity test, and multiple linear regression analysis. The result of this study found that job insecurity affected the turnover intention of employees at PT. BFI Finance Tulang Bawang and work motivation influences the turnover intention of employees at BFI Finance Tulang Bawang.

**Keywords:** *Job Insecurity, Work Motivation, Turnover Intention.*