

ABSTRACT

THE EFFECT OF JOB INSECURITY AND NON-FINANCIAL COMPENSATION ON TURNOVER INTENTION OF TEMPORARY EMPLOYEES IN PT. NIAGA NUSA ABADI LAMPUNG BRANCH OFFICE

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The purpose of this study was to determine the effect of Job Insecurity on Turnover Intention of temporary employees in PT. Niaga Nusa Abadi, Lampung Branch Office, The effect of Non-Financial Compensation on Turnover Intention of temporary employees in PT. Niaga Nusa Abadi, Lampung Branch Office, The effect of Job Insecurity and Non-Financial Compensation on Turnover Intention of temporary employees in PT. Niaga Nusa Abadi, Lampung Branch Office. The type of study in this research used quantitative research using the associative method. The data source used primary data. The population in this study was 38 temporary employees in PT. Niaga Nusa Abadi, Lampung Branch Office. The sampling method in this study used Non-Probability with purposive sampling technique. Respondents in this study were 38 temporary employees in PT. Niaga Nusa Abadi, Lampung Branch Office. The test of the instrument requirements used the Validity Test and Reliability Test. The data analysis requirements test used the Linearity Test and the Multicollinearity Test. The methods of data analysis used Multiple Linear Regression with the T-test and F test for the hypotheses test. The result of this study indicated that Job Insecurity had an effect on Turnover Intention of temporary employees in PT. Nusa Niaga Abadi, Lampung Branch Office. Furthermore, Non-Financial Compensation had an effect on Turnover Intention of temporary employees in PT. Nusa Niaga Abadi, Lampung Branch Office.

Keywords: Job Insecurity, Non-Financial Compensation, Turnover Intention

