

Judul Tesis : Pengaruh *Job Insecurity* dan *Work Environment* terhadap *Turnover Intention* melalui *Work Stress* di Rama Restoran Bali Group
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ABSTRAK

Turnover intention terjadi ketika karyawan mempertimbangkan untuk berhenti bekerja dan mencari peluang kerja baru karena kecewa pada pekerjaannya, atau ingin mencari pekerjaan baru karena merasa tertekan dengan pekerjaannya. Tujuan dalam penelitian ini adalah untuk mengetahui pengaruh *job insecurity* dan *work environment* terhadap *turnover intention* melalui *work stress* di Rama Restoran Bali Group. Penelitian ini merupakan penelitian deskriptif kuantitatif.

Penelitian ini dilakukan terhadap karyawan di Rama Restoran Bali Group yang merupakan karyawan tetap di Rama Restoran Bali Group. Metode penentuan sampel yang digunakan dalam penelitian ini adalah *non-probability sampling* dimana seluruh karyawan yang merupakan karyawan tetap di Rama Restoran Bali Group yang berjumlah 180 orang. Teknik analisis yang digunakan adalah *Structural Equation Modeling* (SEM) dan *Partial Least Square* (PLS) dengan aplikasi *SmartPLS*.

Hasil penelitian menunjukkan bahwa *job insecurity* berpengaruh positif dan signifikan terhadap *work stress*, *work environment* berpengaruh positif dan signifikan terhadap *work stress*, *job insecurity* berpengaruh positif dan signifikan terhadap *turnover intention*, *work environment* berpengaruh positif dan signifikan terhadap *turnover intention*, *work stress* berpengaruh positif dan signifikan terhadap *turnover intention*, *work stress* memediasi *job insecurity* secara parsial terhadap *turnover intention*, dan *work stress* memediasi *work environment* secara parsial terhadap *turnover intention* karyawan di Rama Restoran Bali Group.

Perusahaan perlu meningkatkan komunikasi internal dan keterlibatan karyawan dalam perumusan tujuan perusahaan dengan mengadakan sesi diskusi rutin, seperti forum aspirasi karyawan, untuk memastikan bahwa setiap individu memahami kontribusi pekerjaannya terhadap pencapaian visi dan misi perusahaan. Selain itu, perusahaan perlu menerapkan peningkatan sistem pencahayaan di area kerja guna menciptakan lingkungan yang lebih nyaman dan mendukung produktivitas karyawan, serta memastikan distribusi cahaya yang merata di seluruh ruangan kerja. Selain itu, perusahaan perlu menerapkan sistem pembagian tugas yang lebih adil, menyesuaikan target kerja dengan kapasitas karyawan, serta memberikan dukungan berupa pelatihan manajemen waktu dan program kesejahteraan karyawan.

Kata Kunci: *Job Insecurity, Work Environment, Work Stress, Turnover Intention*

Title : *The Influence of Job Insecurity and Work Environment on Turnover Intention through Work Stress at Rama Restaurant Bali Group*
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ABSTRACT

Turnover intention occurs when employees consider stopping work and looking for new job opportunities because they are disappointed in their jobs or want to find a new job because they feel pressured by their jobs. The purpose of this study is to determine the effect of job insecurity and the work environment on turnover intentions through work stress at Rama Restaurant Bali Group. This research is quantitative descriptive research.

This research was conducted on employees at Rama Restaurant Bali Group who are permanent employees at Rama Restaurant Bali Group. The sampling method used in this research is non-probability sampling, where all employees who are permanent employees at Rama Restaurant Bali Group, totaling 180 people, are included. The analysis technique used is Structural Equation Modeling (SEM) and Partial Least Square (PLS) with the Smart PLS application.

The results showed that job insecurity has a positive and significant effect on work stress, work environment has a positive and significant effect on work stress, job insecurity has a positive and significant effect on turnover intention, work environment has a positive and significant effect on turnover intention, work stress has a positive and significant effect on turnover intention, work stress partially mediates job insecurity on turnover intention, and work stress partially mediates work environment on employee turnover intention at Rama Restaurant Bali Group.

Companies need to improve internal communication and employee involvement in the formulation of company goals by holding regular discussion sessions, such as employee aspiration forums, to ensure that each individual understands the contribution of his or her work to the achievement of the company's vision and mission. In addition, the company needs to implement an improved lighting system in the work area to create a more comfortable environment and support employee productivity, as well as ensure an even distribution of light throughout the workspace. In addition, the company needs to implement a fairer task distribution system, adjust work targets to employee capacity, and provide support in the form of time management training and employee welfare programs.

Keywords: *Job Insecurity, Work Environment, Work Stress, Turnover Intention.*