

ABSTRACT

**THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT, JOB
INSECURITY, AND WORKPLACE SPIRITUALITY ON TURNOVER
INTENTION**

*(A-Study on Sales Promotion Girls Employees of CV Annisa Mandiri Kota
Tasikmalaya)*

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The purpose of this study is to determine and analyze perceived organizational support, job insecurity, workplace spirituality on turnover intention of Sales Promotion Girls employees CV Annisa Mandiri Tasikmalaya. The research method is survei method with sampling using census techniques. Data collection techniques for primary data were obtained through questionnaires from 30 respondents and interviews, secondary data was obtained from literature review and supervisor CV Annisa Mandiri. The analysis tool uses multiple linear regression. The research results show that partially perceived organizational support has a negative effect on turnover intention, job insecurity has a positive effect on turnover intention, and workplace spirituality has no effect on turnover intention. Siimultaneously, perceived organizational support, job insecurity, and workplace spirituality together affect turnover intention.

Keywords: Perceived Organizational Support, Job Insecurity, Workplace Spirituality, and Turnover Intention.

ABSTRAK

PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT*, *JOB INSECURITY*, DAN *WORKPLACE SPIRITUALITY* TERHADAP *TURNOVER INTENTION*

(Suatu Penelitian Pada Karyawan *Sales Promotion Girls* CV Annisa Mandiri Kota Tasikmalaya)

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Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis persepsi dukungan organisasi, ketidakamanan kerja, dan spiritualitas di tempat kerja terhadap intensi untuk keluar karyawan *Sales Promotion Girls* CV Annisa Mandiri Tasikmalaya. Metode penelitian yang digunakan adalah metode survei dengan pengambilan sampel menggunakan teknik sensus. Teknik pengumpulan data untuk data primer diperoleh melalui kuesioner kepada 30 responden dan wawancara, data sekunder diperoleh dari studi pustaka dan *supervisor* CV Annisa Mandiri. Alat analisisnya menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa secara parsial *perceived organizational support* berpengaruh negatif terhadap *turnover intention*, *job insecurity* berpengaruh positif terhadap *turnover intention*, dan *workplace spirituality* tidak berpengaruh terhadap *turnover intention*. Secara bersamaan, *perceived organizational support*, *job insecurity*, dan *workplace spirituality* berpengaruh terhadap *turnover intention*.

Kata Kunci: Persepsi Dukungan Organisasi, Ketidakamanan Kerja, Spiritualitas di Tempat Kerja, Intensi Untuk Keluar.