

ABSTRACT

Turnover Intention is an intention to change jobs or leave the company that arises in employees. Turnover Intention has an impact on the sustainability of a business, one of the outputs is causing business instability due to intense employee turnover. Turnover Intention is influenced by several variables, namely Self-Efficacy, Job Insecurity and Organizational Commitment. The purpose of this study was to determine the significance of the problem between self-efficacy, job insecurity on turnover intention through the Intervening Variable of Organizational Commitment at the Tavern Group.

The number of respondents used in this research is 100 people using the judgment sampling method. Respondents are employees of the Tavern Group. The method used is a quantitative method using SmartPLS through the Partial Least Square technique. The reason for choosing this method is that this research can be carried out to dissect in detail the influence and relationship between variables of self-efficacy, job insecurity and organizational commitment to turnover intention at the Tavern Group.

The research results show that each variable has a significance, namely self-efficacy has a positive effect on turnover intention, self-efficacy has a negative effect on organizational commitment, job insecurity has a negative effect on organizational commitment, and organizational commitment variable which is a mediating variable has an effect on turnover intention, while the effect of insecurity work on turnover is not significant. So it can be implied that all variables affect the occurrence of turnover intention in the Tavern Group.

Keywords: Turnover Intention, Self-Efficacy, Job Insecurity, Organizational Commitment, Partial Least Square