
THE EFFECT OF JOB INSECURITY TO TURNOVER INTENTION OF OUTSOURCE EMPLOYEES AT PT. X

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Abstract: This study is entitled The Effect of Job Insecurity to Turnover Intention of Employees at PT. X. This research was intended to identify and analyze the influence of Job Insecurity partially and simultaneously to Turnover Intention of Outsource Employees at PT. X. The population in this research was outsource employees of the PT X as many as 299 people. Measuring Turnover Intention using Mobley turnover intention scale and job insecurity using Ashford et al. This research uses a simple linear regression analysis to test whether there is an effect Job Insecurity to the Turnover Intension. The results showed that Job Insecurity very significant influence on turnover intention in outsource employees at PT. X.

Keywords : Job Insecurity, Turnover Intention, Outsource Employees

BACKGROUND

Economic growth has made many companies are interested in using outsourcing work system. Implementation of outsourcing in economic activity, especially in the business greatly easing the companies and is proven to increase revenue, equal distribution of income in developed and developing countries. With a system of outsourcing The company focus on core business, increased productivity and employee benefits due to their outsourcing can absorb a lot of human resources. Currently the government promoting outsourcing a good working system for the long term as it has been implemented by the global industry in other developed and developing countries. The government is always monitoring the outsourcing company to implement the outsourcing system in accordance with the regulations and not polemical. The role of workers / laborers as human resource outsourcing is a very important asset for the organization of human resource is dynamic and is always needed in the production process of goods and services.

Company X is an outsourcing services company. The phenomenon that occurs in Company X is the presence of a high level of employee turnover. Outsourced employees working in the company X generally are employees with high school education level and age 18 s / d 50 years with different type of work.

Mobley (2000) said on employee turnover there is a relationship between satisfaction and stops working. The relationship starts from the mind to stop working, the intention to look for a new job, the intention to stop working.

Tables 1: Turnover of employees years 2014-2016

Tahun	Jumlah Karyawan Masuk	Jumlah Karyawan Keluar	Jumlah Karyawan Aktif sd Bulan Desember
2014	158	152	446
2015	176	241	381
2016	205	257	329

Employee turnover increase every year. Researchers conjecture this could be caused by the influence of Job Insecurity is the condition of powerlessness to maintain continuity in work situations which threaten. Job Insecurity was introduced when a lot of companies began to hire contract staff and changes in the company resulting from workforce reductions, restructuring and mergers.

Ashford et al. (1989), outsourced employees susceptible to Job Insecurity as included in a job that can be categorized in the characteristics of jobs that have uncertainty about the future.

Turnover Intention

Intention is the motive or individual desires to do something, while turnover was the resignation of an employee from work. According to Mobley (2000) turnover Intention is the tendency or desire of employees to stop work on the job voluntarily or moved from somewhere else work according to their own choice.

Turnover leading to fact that the real end of the organization form of total employees who left the organization for a certain period while the employee's desire to move individual evaluation refers to the results of

the continuation relationship with an organization that has not been realized in the action would have to leave the organization.

Turnover grade is good enough criterion to measure the stability of that happening in the organization and also to reflect the performance of the organization. High and low turnover of employees in the organization resulting in high and low cost of recruitment, selection and training that must be borne by the organization (Woods & Macaulay, 1989). Mobley (2000) formulate aspects turnover intention:

- *Thinking Out*
People think to quit from the job and resign from the company which refers to how often people think about it.
- *Intention to find another job*
An intention to seek employment elsewhere, which refers to how likely an individual will be looking for a job at the next opportunity.
- *Intention to stop worked*
An intention to quit and went out from an organization that refers to how strong the desire and intention of the individual in deciding it. The process is preceded by an evaluation of the availability of alternative job.

According to Aamodt (2010), there are five reasons employees leave their work:

- *The reason that can not be avoided (Unavoidable Reasons)*
Employees move because married with employees in the company, health problems and family problems.
- *Advancement*
Employees want to leave the company to find a job with a better salary and to advancement themselves.
- *Unmet need*
Employees were have an unmet need will feel dissatisfied and eager to leave the company. Type these employees usually have social needs are high but the work only involves little contact

with other people or an employee who has a need for appreciation and recognition but it is not met by the company then these people will leave the job to find a job that can meet their social needs.

- *Escape*
Many employees leave the company because avoiding people, the working conditions and workload (stress).
- *Unmet Expectations*
Employees joining a company with as varied as expectations of salary, working conditions, opportunities for advanced / developing and organizational culture. When the reality differs from expectations, then the employees will feel less satisfied and left the company.

Harnoto (2002) state turnover is an indication of stability where the higher employee turnover, the more often the change karyawan. This will be detrimental to the company because if the employee leaves the company would lose various costs such as:

- Costs related to employee recruitment time and facilities in the employee selection process.
- Training costs related to a supervisor, HR and employees are trained.
- What are issued to employees is smaller than that generated new employees.
- The high accident rate of new employees.

Job Insecurity

Greenhalgh & Rosenblatt (1984), defines powerlessness of Job Insecurity as to maintain the desired continuity in working conditions threatened. While Smithson & Lewis (2000) defines job insecurity as a person's psychological state workers who showed a sense of confused or feel insecure due to environmental conditions change. According to Burchell, et al (1999). research showed that in Job Insecurity are multi-dimensional elements as an example of many workers who do not worry about the loss of strength of the work performed or the opportunities offered by the work of such status and promotions.

Ashford, et al, (1989) developed aspects of Job Insecurity and claimed that aspect of Job Insecurity is:

- *Job Feature*
 - a. Meaning that work for individuals.
 - b. The perceived threat level employees about aspects of the job.
- *Total Job*
 - a. The level of threat likelihood of events that negatively affect the overall individual's work.
 - b. The importance that individuals on the potential of each of these events.
- *Powerlessness*

owerlessness is the inability of individuals to prevent the emergence of threats that affect aspects of work and employment an overall.

Factors that may affect the appearance of job insecurity in the employee are:

- *Characteristics of demographic*

Demographic characteristics that may affect the Job Insecurity include age, gender, employment, marital status and education level. Kinnunen et al. (2000) in Naswall and De Wite (2003) explained that he had Job Insecurity level higher than women as it relates to the role of men as the main breadwinners in the family so that he will be more tense when faced with losing a job. Age also has a positive relationship with Job Insecurity in which the older the person, the higher the level of Job Insecurity otherwise education and working life is negatively related to Job Insecurity in which the lower level and the shorter the tenure, the higher occur Job Insecurity experienced by a person.
- *Characteristics of the work*

According to Jacobson & Hartley) (1999) the characteristics of the job itself can affect the Job Insecurity on employees. Job Insecurity usually susceptible to employees who work an uncertain future that can be experienced in:

- a. Permanent employees at risk of losing job
- b. Freelancer (service workers are not tied to an organization) and contract employees
- c. New employees who are on probation
- d. Employees of the secondary labor market such as ethnic minority groups, disabled workers, seasonal workers and employees hired from an agency contract employee provider.

- *Environmental conditions*

The environment is a source of threats that are beyond the control of individuals, threat emanating from this environment include mergers, acquisitions, reduction in the number of employees, reorganization and the use of new technologies. Ashford, et al (1989).

- *The unclear role*

The unclear role with regard to how much information is held by the employees of the demands of work and working procedures. If the employee does not know clearly what is its responsibility, work procedures and lack of feedback causes the labor force unable to carry out his duties at the end of labor is not able to meet the psychological contract as an employee and can increase the sense of job insecurity in him. Ashford, et al (1989).

- *Locus of control*

Locus of control is important to consider because it relates to how individuals interpret the threat that comes from the environment. Employees with internal locus of control tend to assume a low environmental impact and are more trusting yourself the ability to confront any threat coming from the opposite environment of labor with regard external locus of control environment gives a greater role to be ahead with his ability.

- *Value of work*

The value of work must be interpreted differently by each person which for most people work is a major factor in meeting the needs of economic and social needs (Wening, 2005). But the job is not only considered as a source of income but also allows the individual to perform social relations, affect the structure of time and contribute to

the personal development of the individual is therefore the threat of losing their jobs pose dampak Job Insecurity in the workers themselves.

Potential impacts arise because of Job Insecurity:

- *Stress*
Greenhalgh & Rosenblatt (1984) says Job Insecurity can lead to fear, loss of skills and anxiety in the end if this continues for a long time employees will experience stress caused by the job insecurity and certainty in the worked.
- *Job satisfaction*
Ashford et al. (1989) said that Job Insecurity influence on job satisfaction. Employees who feel themselves insecure about their job security tend to be dissatisfied than those who feel the certainty of the future of their jobs.
- *The commitment and confidence of the employees of the company*
According Ashford et al. (1989), Job Insecurity has a positive relationship with commitment and confidence in the employee against the company due to employees feeling lost confidence in their faith in the company that the longer a bond between the employee and the organization to disappear.
- *Work Motivation*
Results of research on Job Insecurity conducted by the University of Cambridge and the ESRC Center for Business Research conducted on 340 employees showed a negative relationship between Job Insecurity and motivation level Burchell et al. (1999).

METHODOLOGY

Research design

This study uses a quantitative the method used regression to see how much influence between two variables, the dependent variable in this study is the intention Turnover and independent variable in this study is Job Insecurity.

Population

Population is a generalization region consisting of the above objects or subjects that have certain qualities and characteristics defined by the researchers to learn and then drawn conclusions (Sugiyono, 2011). In this study, the population is outsourcing Employees PT. X with the number of active employees 299 people.

Data Collection

Data collection in this study by distributing questionnaires to the subject directly. With two measuring devices are measuring devices Turnover Intention conceived and developed based on the aspects defined by Mobley (2000) thinking to get out, intention to find another job and intention to stop working. Number of items in this scale is 3 items and Job Insecurity measuring instrument that is conceived and developed based on aspects that are formulated Ashford, et al (1989) with the item number in this measure was 57 items.

ANALYSIS

Descriptive Results

In this description categorization divided into three parts, namely the category of low, medium and high where the variable Turnover Intention expectations for low category value in the range grades 3 - 8 while the value of the fact that obtained by 4 - 10 of 89 respondents or 29.8 % of total respondents, For the medium category the expected value is in the range 8 - 10 whereas the true value is in the range 10 - 13 of 131 respondents, or 43.8% of the total respondents, the third categories expected value is in the range of 10-15 while the true value obtained is at a value 13 - 15 of 79 respondents, or 26.4% of the total population.

While on the Job Insecurity variable value expectations for lower categories are in the range of values of 57 - 152 whereas the true value obtained at 158 - 210 out of 66 respondents, or 22.1% of the total respondents, for medium category the expected value in the range of 152 - 190 while the true value is in the range 210 - 233 of 130 respondents, or 43.5% of the total respondents, the third category is the expected value in the range of 190 - 285 while the true value obtained is at a value of 103 respondents 23 - 270 or 34.4% of the total population.

Result Validity of Variables

Validity of test conducted with respondents try out as many as 30 respondents from the calculation of SPSS, on a scale of Job Insecurity shows r count ranging from .420 - .763 where r tables for .361, the scale can be considered valid is used as a research instrument. On a scale of Turnover Intention show r count ranging from .819 - .910 where r tables for .361, the scale can be considered valid is used as a research instrument.

Results Reliability Variables

Before distributing questionnaires to the respondents, the researchers did try out to determine whether the questionnaire is reliable to be used as a research tool, through the calculation of the data SPSS 24 try out pada scale of Job Insecurity yield .97 Cronbach alpha values $> .70$ then this scale can be said to be reliable. On a scale of Turnover Intention produce Cronbach alpha value of $.83 > .70$ then this scale can be said to be reliable.

Confirmatory Analysis Factors (CFA) Result

Job Insecurity

From the measuring instrument JI (Job Insecurity) can be used in this study or not, researchers conducted a confirmatory analysis of the JI measuring instrument in accordance with the results obtained. From the analysis conducted by the CFA model of one factor, it does not fit the measuring instrument JI obtained chi square = 15312.790, $df = 1539$, $CMIN / DF = 9.950$, $RMSEA = .173$, $CFI = 0.186$, $GFI = 0.288$, $AGFI = 0.235$ Therefore, the researchers make modifications to the model and after the modified result becomes fit by chi-square = 12 201, $df = 8$, $CMIN / DF = 1.525$, $RMSEA = 0.042$, $CFI = 0.997$, $GFI = 0.989$, $AGFI = 0.961$.

Goodness of fit sebelum perbaikan

Model Fit Summary

CMIN

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	114	15312.790	1539	.000	9.950
Saturated model	1653	.000	0		
Independence model	57	18520.582	1596	.000	11.604

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.132	.288	.235	.268
Saturated model	.000	1.000		
Independence model	.207	.207	.179	.200

Baseline Comparisons

Model	<u>NFI</u> <u>Delta1</u>	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.173	.143	.189	.156	.186
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000

Goodness of fit sesudah perbaikan

Model Fit Summary

CMIN

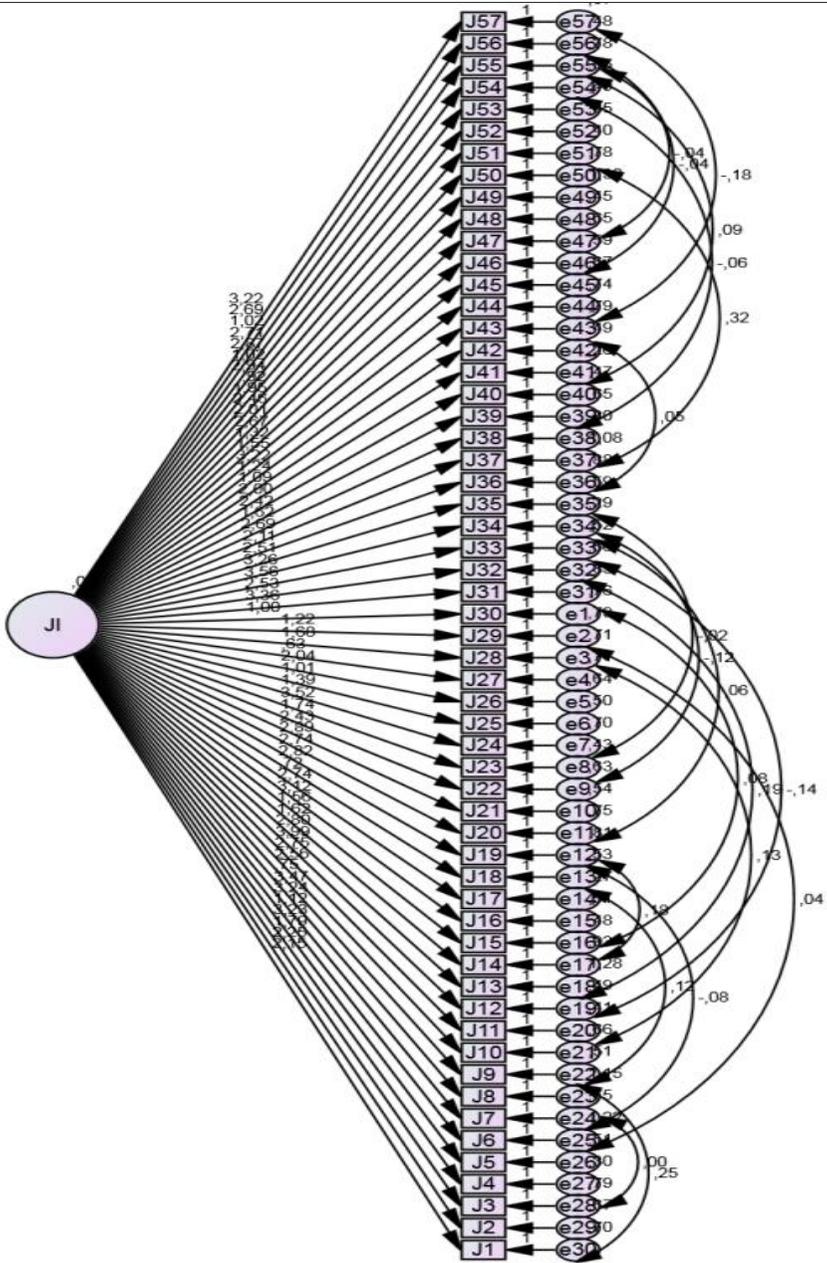
Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	20	12.201	8	.142	1.525
Saturated model	28	.000	0		
Independence model	7	1312.388	21	.000	62.495

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.013	.989	.961	.283
Saturated model	.000	1.000		
Independence model	.327	.329	.106	.247

Baseline Comparisons

Model	NFI Delta1	RFI rho1	IFI Delta2	TLI rho2	CFI
Default model	.991	.976	.997	.991	.997
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000



Turnover Intention

From the results for Turnover Intention measuring devices can be used in this study or not, researchers conducted a confirmatory analysis Turnover intention of measuring instruments in accordance with the results obtained. From the analysis conducted by the CFA model of one factor, it turns out the measuring instrument Turnover Intention obtained chi square = 0.00, df = 0, RMSEA = 0.464, CFI = 1, GFI = 1. Based on these values can be said that the intention Turnover is very fit as there are only three indicators measuring Turnover intention.

Model Fit Summary

CMIN

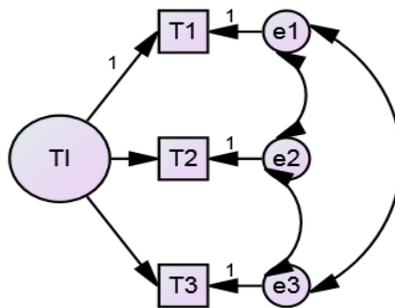
Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	6	.000	0		
Saturated model	6	.000	0		
Independence model	3	195.667	3	.000	65.222

RMR, GFI

Model	RMR	GFI	AGFI	PGFI
Default model	.000	1.000		
Saturated model	.000	1.000		
Independence model	.255	.678	.356	.339

Baseline Comparisons

Model	NFI	RFI	IFI	TLI	CFI
	Delta1	rho1	Delta2	rho2	
Default model	1.000		1.000		1.000
Saturated model	1.000		1.000		1.000
Independence model	.000	.000	.000	.000	.000



The coefficient of determination Results (Adjusted R Square)

SPSS output display models of summary magnitude adjusted R^2 is .258, it is clear that the influence of variables Job Insecurity 25.8% while the rest influenced by other variables that are not used by the researchers in this study, such as career growth, job satisfaction, etc. other.

Uji Koefesien Determinasi (Adjusted R Square)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,510 ^a	0,26	0,258	2,284

a. Predictors: (Constant), JI

Simple Regression Analysis

Based on the test results and known statistic of 104.363 F count > F table 3.87 as well as the significance of $p = .000$ ($p < .05$), H_0 is rejected. It can be concluded that Job Insecurity affects Turnover Intention.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	544,517	1	544,517	104,363	,000 ^b
	Residual	1549,610	297	5,218		
	Total	2094,127	298			

a. Dependent Variable: TI

b. Predictors: (Constant), JI

Coefficients^a

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
	-1,500	1,294		-1,159	,247
	,059	,006	,510	10,216	,000

a. Dependent Variable: TI

Job Insecurity Different Test by Sex

Female gender ($F = 218.2$, $SD = 24.50$) and male ($M = 223.7$, $SD = 21.20$) In this test obtained significance value of 2.08 ($p > .05$), no there are significant differences female sex and men.

Turnover Intention Different Test by Sex

Female gender ($M = 11.28$, $SD = 2.76$) and males ($M = 11.91$, $SD = 2.55$) In this test obtained significance value of 2.05 ($p > .05$), there are no significant gender difference of women and men.

	Jenis Kelamin				N	df	t	sig
	Laki - Laki		Perempuan					
	M	SD	M	SD				
Job Insecurity	223,7	21,20	218,2	24,50	299	297	2,08	0,37
Intensi Turnover	11,91	2,55	11,28	2,76	299	297	2,05	0,19

Job Insecurity Different Test Based on Working Period

Working period of < 1 year ($M = 222.62$, $SD = 21.86$) and length of > 1 Year ($M = 220.52$, $SD = 23.38$) In this test obtained significance value of -0.79 ($p < .05$), have significant differences working period < 1 year and length of > 1 year.

Turnover Intention Different Test Based on Working Period

Working period of < 1 year ($M = 11.66$, $SD = 2.52$) and length of > 1 Year ($M = 11.64$, $SD = 2.75$) In this test obtained significance value of -0.037 ($p < .05$), there are significant differences working period < 1 year and length of > 1 year.

	Masa Kerja				N	df	t	sig
	> 1 Tahun		< 1 Tahun					
	M	SD	M	SD				
Job Insecurity	220,52	23,38	222,62	21,86	299	297	-0,79	0,39
Intensi Turnover	11,64	2,75	11,66	2,52	299	297	0,037	0,62

Job Insecurity Different Test by Education

Education SMA / SMK ($M = 11.8, SD = 2.62$) and D3-S1 ($M = 11.14, SD = 2.72$) In this test obtained significance value of 1.832 ($p > .05$), no there are significant differences Education SMA / SMK and D3-S1.

Turnover Intention Different Test by Education

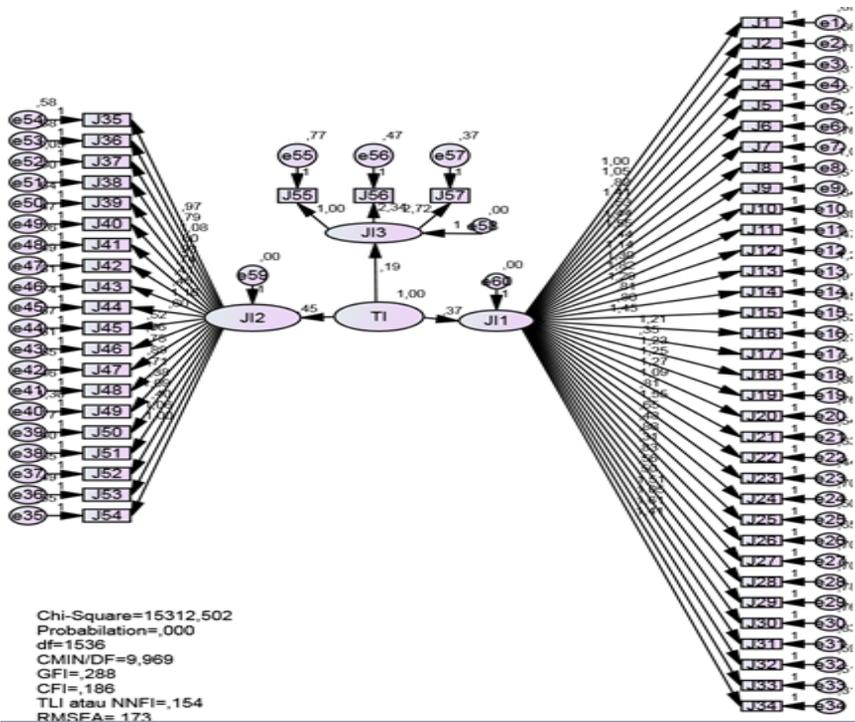
Education SMA / SMK ($M = 223.39, SD = 22.30$) and D3-S1 ($M = 214.80, SD = 23.149$) In this test obtained significance value of 2.795 ($p > .05$), there is no difference significant Education SMA / SMK and D3-S1.

	Pendidikan				N	df	t	sig
	D3 - S1		SMA/SMK					
	M	SD	M	SD				
Job Insecurity	214,8	23,15	223,39	22,30	299	297	2,80	0,95
Intensi Turnover	11,14	2,72	11,8	2,62	299	297	1,832	0,65

Test Results Correlation Between Aspect

Based on the results of correlation between dimensions using AMOS version 21.0 third unknown aspects of significant influence and the greatest has a significant relationship is Total Job with CR value of 9.294 > 1.96, the second is the value of CR Job Feature 7.162 > 1.96 and the latter is Powerlesnes with CR3,639 value > 1.96.

	Estimate	S.E.	C.R.	P	Label
X1 <--- Intensi Turnover	0,372	0,052	7,162	***	
X2 <--- Intensi Turnover	0,452	0,049	9,294	***	
X3 <--- Intensi Turnover	0,192	0,053	3,638	***	



DISCUSSION

This research aims to indicate broadly that hypothesis can be proven empirically through regression testing. In this study, entitled "Effects of Job Insecurity on the Employee Turnover Intention Outsourcing PT X throughout the variable scale adapted from foreign journals. Researchers conducted several tests, such as cfa test, regression test and different test average with n = 299 participants. The results of this study showed analysts R = .510 and effective contribution (R²) of the variable Turnover Intention Job Insecurity against 25.8% which shows that there is a positive influence between Job Insecurity on Intention Turnover on Employee Outsourcing PT X. Based on the correlation between the test results of the three-dimensional aspects of significant influence and the greatest has a significant relationship is Total Job, the second is featured Job and last is Powerlessness. Results of the study proved that the intention is influenced by Job Insecurity Turnover 25.8%, the rest can be influenced by other variables as stated by (Herlambang & Fajrianti, 2014) in a study entitled "Effect of career growth and job insecurity on

employee turnover intention in the contract The agency X ", the results of these studies are career growth are significantly affecting turnover intention while job insecurity affect turnover intention is not so significant.

In the different test results Job Insecurity and Turnover Intention obtained difference in the work period in which to Job Insecurity tenure <1 year ($M = 222.62$, $SD = 21.86$) and length of > 1 Year ($M = 220.52$, $SD = 23.38$) significance value of $-.79$ ($p < .05$), There are significant differences tenure < 1 year and length of > 1 year, this shows the level of job Insecurity on the employees of PT X larger outsourcing employees who worked less than 1 year compared with employees who have worked more than one year. And at different test Turnover Intention tenure < 1 year ($M = 11.66$, $SD = 2.52$) and length of > 1 Year ($M = 11.64$, $SD = 2.75$) obtained significance value of $-.037$ ($p < .05$) There are significant differences tenure < 1 year and length of > 1 year, this shows the level of outsourced employees Turnover intention X larger PT employees working < 1 year compared with employees who have worked > 1 year. Differential test based on years of work of the two variables showed that employees of PT X that works < 1 year has a level of Job Insecurity and Turnover Intention higher than during work > 1 year. This can happened in the PT. X because the system outsourcing is a working system contract in which employees work is dominated by employees with educational level SMA / SMK which is a kind of entry-level jobs so that the intentions of the employees who are new to the larger as they work to have experience, and the employees were out of work more many reasons resigned because getting a new job is more definite than the working system of outsourcing. (Mobley, 2000) formulate aspects turnover intention contained in the decision making process of individuals in voluntary turnover result in behavior that is Thinking out which process is followed by a consideration or perception regarding the search for an alternative and perceptions regarding stopping of work. The second berintensi looking for another job which refers to how likely people will find a job outside the organization on the occasion of the upcoming and last berintensi to stop working desires and intentions of individuals in deciding it. The process is preceded by an evaluation of the availability of alternative employment.

According to (Jacobson & Hartley, 1999) the characteristics of the job itself can affect the Job Insecurity on employees. Characteristics of the

work in question is not permanent jobs or jobs that can not occur over long periods of time, such as the work being done by companies outsourcing is a job that has a contract that is set by the government.

In the outsourced employees at PT. X is doing turnover because their job insecurity as their PKWT (work agreement within a certain time) a maximum of two years, one-year contract first and second one-year contract as an extension of the employment contract. which, if the work contract ends, the employee should look for another job, lack of intensive Vendor employment for future work under the contract are determined by the company, it is difficult to develop themselves and to level up as expected because there was an agreement on the type of work until the completion of the contract. Their feelings of insecurity of employees to work fro because employees already know the level of threat the likelihood of events that negatively affect the overall individual work for employees. This is an aspect aspect developed by Ashford et al., (1989). Research conducted by Choiril Nur (2011) entitled "Effects of Organizational Commitment and Job Insecurity Against Turnover Intentions Employees at Bintang Mulia Hotel Jember" who said that job insecurity has no influence on turnover intention by demonstrating the significant value of t by .943, or more than .05 so that means there is no effect of job insecurity on turnover intention. The same research results conducted by Vince Rantawati (2001) which says that Job and outcomenya no significant effect on the intention to move. In these studies describe that the high organizational Vince trust and their future benefits make job insecurity variable has no impact and no effect on turnover intention. Mangkunegara and Octorend (2015) said the employee is in desperate need of values Organization strong commitment both affective, normative, and continuous.

In this study it was found that alternative hypothesis ($H_a / 1$) proposed in this study can be accepted. Researchers want to conclude that Job Insecurity affects the employee turnover intention outsourcing PT X, can be seen from $t = 10.216$. Job Insecurity individuals who have positive then the value of their turnover intention is also positive.

CONCLUSIONS

- The respondents in this study is the type of work front office with a percentage of 35%, working period < 1 year of 60% and Education SMA / SMK of 77%.
- Job Insecurity respondents have the lowest was 158 higher than the highest expectations and that shows 270 less than the value of Hope. Average score acquisition Job Insecuriy of 221 is higher than the score expectation of 171 and a standard deviation of reality by 23 smaller than the expectations of 38.
- The respondent has the lowest turnover intention is 4 higher than expectations and the highest 15 shows the same as the value of hope. Average score acquisition Turnover Intention is 12 higher than the score of expectations by 9 and standard deviation of 3 larger reality of expectations by 2.
- On the Job Insecurity different test based on length of > 1 Year obtained significance value of $-.79$ ($p < .05$), have significant differences working period < 1 year and length of > 1 year. While in the of test Objects Turnover Intention obtained significance value of $-.037$ ($p < .05$) in which there are significant differences working period < 1 year and length of > 1 year.
- Based on the correlation between the test results of the third dimension gives significant aspect that most have significant relationship is Total Job, the second is featured Job and last is Powerlessness.
- Based on the results of the discussion of data analysis through proving the hypothesis on the issues raised at the conclusion of this study is there between job insecurity influence on employee turnover intention at outsourcing PT. X 25.8%.

Research Limitations

The study has a limitations in several things including, limitations in the process of collecting the respondents because they are in different companies, research time constraints in the data collection process which researchers must provide instruction or guidance directly to each respondent. Weakness research is a measuring Job Insecurity instrument

based on the west theory and west, so it is not able to describe the intention Turnover from the perspective of job outsourcing system in Indonesia.

Suggestion

- Future research should further developing other models by adding other variables that can affect employee turnover intention outsourcing eg career growth, motivation or other variables.
- From the results of the hypothesis above shows that the influence of Job Insecurity on Turnover Intention is a template that can be used as an evaluation of the Company's outsourcing system run X. Researchers expect Employee Outsourcing PT X maximum in performing their duties and employment provided by the Company.

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