

ABSTRACT

During the last few years it is known the turnover that occurs in contract employees of PT. Apac Inti Corpora reaches 49%. The phenomenon and the differences in the results of research on non-physical work environment and job security are basis of the problem why this research was conducted. Then the empirical research model of the non-physical work environment and job insecurity of turnover intention and the problem of turnover intention in PT. Apac Inti Corpora through the concept of organizational commitment.

Based on the simple random sampling method, 255 respondents were obtained from a total population of 573 contract employees in the garment department of PT. Apac Inti Corpora. Then the data obtained were analyzed quantitatively using the Partial Least Square method with the SmartPLS version 3.2.9 program to determine the path coefficient, and also the direct or indirect influence of exogenous variables on endogenous variables.

This research results finding that non-physical work environment has a positive and significant effect on organizational commitment, non-physical work environment has a positive but not significant effect on turnover intention, job insecurity has a positive and significant effect on organizational commitment, job insecurity has a negative but not significant effect on turnover intention, and organizational commitment has a negative and significant impact on turnover intention. In addition, organizational commitment variable is also proven to mediate the relationship between non-physical work environment and job insecurity towards turnover intention.

Key Words : Turnover Intention, Non Physical Work Environment, Job Insecurity, Organizational Commitment, Partial Least Square (PLS)