

Abstak

Industri perhotelan merupakan salah satu industri pariwisata yang terdampak kebijakan pemerintah dari adanya pandemi ini. Sektor pariwisata sendiri mengandalkan kunjungan wisatawan kali ini banyak yang tidak bisa menggaji karena tidak adanya pengunjung, akibat dari hal tersebut keuntungan perusahaanpun juga akan menurun yang juga akan berimbas kepada karyawan. Grand Whiz Hotel Trawas sendiri merupakan hotel bintang 3 yang berlokasi di kawasan Ds Belik Kecamatan Trawas Mojokerto. Penelitian ini bertujuan untuk mengetahui pengaruh antar variable job insecurity, employee engagement, turnover intention, dengan jumlah sampel sebesar 49 karyawan. Merupakan penelitian kuantitatif dengan metode explanatory research. Hasil penelitian ini menunjukkan tidak terdapat pengaruh antara job insecurity terhadap turnover intention, job insecurity berpengaruh positif dan signifikan terhadap employee engagement, employee engagement berpengaruh negatif dan signifikan terhadap turnover intention dan employee engagement tidak memediasi pengaruh antara job insecurity terhadap turnover intention pada karyawan Grand Whiz Hotel Trawas Mojokerto.

Kata Kunci : Job Insecurity, Employee Engagement, Turnover Intention

Abstract

The hotel industry is one of the tourism industries affected by government policies from this pandemic. The tourism sector itself relies on tourist visits this time, many cannot pay because there are no visitors, as a result of this the company's profits will also decrease which will also have an impact on employees. Grand Whiz Hotel Trawas itself is a 3-star hotel located in the Ds Belik area, Trawas District, Mojokerto. This study aims to determine the effect of job insecurity, employee engagement, and turnover intention variables, with a total sample of 49 employees. It is a quantitative research with explanatory research method. The results of this study indicate that there is no influence between job insecurity on turnover intention, job insecurity has a positive and significant effect on employee engagement, employee engagement has a negative and significant effect on turnover intention and employee engagement does not mediate the effect of job insecurity on turnover intention of Grand Whiz Hotel employees. Trawas Mojokerto.

Keywords: Job Insecurity, Employee Engagement, Turnover Intention