

## **ABSTRAK**

*Tujuan dari penelitian ini adalah untuk menguji hubungan antara job insecurity dan job stress terhadap turnover intention dengan transformasi digital sebagai variabel moderasi. Penelitian ini dilakukan terhadap 69 karyawan outsource PT. Angkasa Pura I Cabang Bandara Adisutjipto dengan metode penarikan sampel menggunakan teknik sampling jenuh. Metode pengumpulan data menggunakan metode survei dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan Structural Equation Model - Partial Least Square (SEM - PLS). Hasil penelitian ini menunjukkan bahwa job insecurity memiliki pengaruh positif dan signifikan terhadap turnover intention, job stress memiliki pengaruh positif dan signifikan terhadap turnover intention, transformasi digital dapat memperlemah pengaruh job insecurity terhadap turnover intention dan transformasi digital dapat memperkuat pengaruh job stress terhadap turnover intention.*

*Kata kunci : job insecurity, job stress, turnover intention, transformasi digital*

## **ABSTRACT**

*This study does get the objective to explore the impact of job insecurity and job stress on turnover intention, by digital transformation serving as a moderating variable at PT. Angkasa Pura I, Adisutjipto Airport Branch Office. A quantitative descriptive study design was employed, targeting 69 outsourced workers from the Yogyakarta branch. The sampling method utilized was a saturated sampling technique. Information collection was figured out by means of a survey, utilizing a questionnaire as the study instrument. information analysis was had utilizing the Structural Equation Model (SEM) approach by Partial Least Square (PLS). The findings reveal that job insecurity goodly and noteworthy impacts turnover intention. Similarly, job stress also indicates a good and noteworthy impact on turnover intention. Additionally, digital transformation noteworthy moderates the unfavorable connection among job insecurity and turnover intention, as well as the good connection among job stress and turnover intention. The findings reveal that job insecurity goodly and noteworthy impacts turnover intention. Similarly, job stress also indicates a good and noteworthy impact on turnover intention. Additionally, digital transformation can weaken the influence of job insecurity on turnover intention and digital transformation can strengthen the influence of job stress on turnover intention.*

*Keywords: job insecurity, job stress, turnover intention, digital transformation*