**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh *job insecurity*, konflik kerja, terhadap *turnover Intention* melalui kepuasan kerja sebagai variabel intervening. Penelitian ini dilakukan pada karyawan CV Tiga Permata. Data yang digunakan dalam penelitian ini adalah data primer yang diperoleh dengan cara menyebar kuesioner kepada para responden serta melalui studi kepustakaan. Sampel dalam penelitian ini sebanyak 86 responden dengan teknik pengambilan sampel yaitu *simple random sampling.* Analisis data yang digunakan adalah analisis regresi linier berganda dengan bantuan IBM SPSS *statistics* 25. Hasil penelitian ini menunjukkan bahwa *job insecurity* berpengaruh positif terhadap *turnover intention*, konflik kerja berpengaruh positif terhadap *turnover intention, job insecurity* berpengaruh negatif terhadap kepuasan kerja, konflik kerja berpengaruh negatif terhadap kepuasan kerja karyawan, kepuasan kerja berpengaruh negatif *turnover intention* Sedangkan hasil uji mediasi menunjukkan bahwa kepuasan kerja mampu memediasi pengaruh *job insecurity* terhadap *turnover intention,* kepuasan kerja mampu memediasi pengaruh konflik kerja terhadap *turnover intention.*

**Kata kunci:** *job insecurity, konflik kerja, turnover intention, kepuasan kerja.*

**ABSTRACT**

*This study aims to analyze the influence of job insecurity, work conflict, on turnover Intentions through job satisfaction as intervening variable. This research was conducted on the employees of CV Tiga Permata. The data used in this study are primary data obtained by distributing questionnaires to respondents and through literature studies. The sample in this study were 86 respondents with sampling technique, namely simple random sampling. Data analysis used is multiple linear regression analysis with the help of IBM SPSS* *statistics* *25. The results of this study indicate that job insecurity has a positive effect on turnover intention, work conflict has a positive effect on turnover intention, job insecurity has a negative effect on job satisfaction, work conflict has a negative effect on job satisfaction employees, job satisfaction employees has a negative effect on turnover intention, while the mediation test results showed that job satisfaction is able to mediate the effect of job insecurity on turnover intention, job satisfaction is able to mediate the effect of work conflict on turnover intention.*

**Keyboard:** *job insecurity ,work conflict , turnover intention, satisfaction employees.*