

## ***ABSTRACT***

*One of the problems in the field of Human Resources (HR) in a company is that there is a fairly high intensity of employee turnover due to employees leaving the company or turnover. The employee's desire to move or leave the company is called turnover intention which is one of the initial signals or indications for an employee to leave the company. Phenomenon turnover intention in employees can be caused by internal factors of the employee himself, such as conditions of job insecurity and external factors from the working environment conditions around which employees work every day. The aim of this research is to find out what the conditions of job insecurity and the work environment at PT Len Industri (Persero) and to find out how it influences job insecurity and work environment towards turnover intention to employees of PT Len Industri (Persero).*

*This research uses a quantitative approach with descriptive causality analysis research type. The sampling technique from the existing population uses techniques probability sampling with the number of samples in the study being 250 people. The research data collection instrument used a questionnaire with a total of 39 statements used to measure job insecurity, work environment, and turnover intention. Research data analysis was carried out using multiple linear regression analysis with the help of software SPSS version 29.*

*The research results show that partially job insecurity have a positive influence on turnover intention but it is not significant and the work environment has a negative effect on turnover intention significantly. Meanwhile, simultaneously, job insecurity and the work environment has a significant influence on turnover intention. Meanwhile, based on the results of the determinant coefficient, the result is if job insecurity and the environment as an independent variable is able to provide a significance of 8.1% to the dependent variable turnover intention to employees at PT Len Industri (Persero).*

***Keywords:*** *Job Insecurity, Work Environment, Turnover Intention, Human Resources.*