

ABSTRACT

Employees are a company's asset which also represents a competitive advantage of a company. Employee turnover intention will be effect in higher cost and loss of competitive advantage, and also the loss time for training again for new employee. This research aims to find out the influence of trust management and job insecurity to turnover intention. Questioner are distributed to 80 employees from staff to manager, that already work minimum 1 years and turnover data is collected the period 2019 ~2020. The result show only that trust management has proven influence turn over intention, mean while the influence of job insecurity to turn over intention is not significant.

It can be said that trust management needs to be calculated in making company policies.

Keywords : Turnover Intention, Trust Management, Job Insecurity.