

**ABSTRACT**

**THE EFFECT OF JOB SATISFACTION AND JOB INSECURITY ON  
TURNOVER INTENTION IN THE CLEANING WORKFORCE  
AND SECURITY PERSONNEL AT UNIVERSITAS DEHASEN**

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*Performance is basically related to the actions taken by employees and is influenced by their personality, performance also refers to the overall behavior and activities that will support the achievement of company goals, operational definition is a dimension of research that provides data for researchers to find out how methods in measuring or assessing operational variables definitions on variables, based on the results of data analysis and hypothesis testing that has been done, the conclusions in this study are: job satisfaction has an effect on turnover intention, job insecurity has an effect on turnover intention, job satisfaction and job insecurity have an effect on turnover intention.*

**Keywords: Job Satisfaction and Job Insecurity on Turnover Intention**

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