ABSTRACT

The development of the platform-based Gig Economy has changed work patterns, including those of Gojek Drivers. Work flexibility is a major attraction; however, Job Insecurity and varying levels of Job Satisfaction may influence Turnover Intention. This study aims to analyze the effect of work flexibility, Job Insecurity, and Job Satisfaction on the Turnover Intention of Gojek Drivers in Tanjungpinang City. This research employs a quantitative approach using a questionnaire survey of 96 Gojek Drivers. Data analysis techniques include descriptive statistics and multiple linear regression, supported by validity and reliability tests, classical assumption tests, t-test, F-test, and the coefficient of determination. The results indicate that work flexibility, Job Insecurity, and Job Satisfaction simultaneously have a significant effect on Turnover Intention. Partially, Job Insecurity has a positive and significant effect on Turnover Intention, while work flexibility and Job Satisfaction do not have a significant effect. The coefficient of determination (R^2) of 0.430 indicates that the research model explains 43.0% of the variation in Turnover Intention, while the remaining 57.0% is influenced by other factors outside the model.

Keywords : *Work Flexibility, Job Insecurity, Job Satisfaction, Turnover Intention, Gojek Drivers*

ABSTRAK

Perkembangan *Gig Economy* berbasis platform digital telah mengubah pola kerja, termasuk pada mitra *Driver* Gojek. Fleksibilitas kerja menjadi daya tarik utama, namun ketidakamanan kerja dan tingkat kepuasan kerja yang berbeda-beda dapat memengaruhi niat pindah kerja. Penelitian ini bertujuan untuk menganalisis pengaruh fleksibilitas kerja, ketidakamanan kerja, dan kepuasan kerja terhadap niat pindah kerja *Driver* Gojek di Kota Tanjungpinang. Penelitian ini menggunakan pendekatan kuantitatif dengan metode kuesioner terhadap 96 mitra *Driver* Gojek. Teknik analisis data yang digunakan meliputi statistik deskriptif dan regresi linier berganda dengan uji validitas, reliabilitas, uji asumsi klasik, uji t, uji F, serta koefisien determinasi. Hasil penelitian menunjukkan bahwa secara simultan fleksibilitas kerja, ketidakamanan kerja, dan kepuasan kerja berpengaruh signifikan terhadap niat pindah kerja. Secara parsial, ketidakamanan kerja berpengaruh positif dan signifikan terhadap niat pindah kerja, sedangkan fleksibilitas kerja dan kepuasan kerja tidak berpengaruh signifikan. Nilai koefisien determinasi (R^2) sebesar 0,430 menunjukkan bahwa model penelitian mampu menjelaskan 43,0% variasi atau perubahan niat pindah kerja, sementara 57,0% sisanya dipengaruhi oleh faktor lain di luar model penelitian.

Kata Kunci : Fleksibilitas Kerja, Ketidakamanan Kerja, Kepuasan Kerja, Niat Pindah Kerja, *Driver* Gojek