THE INFLUENCE OF *JOB INSECURITY, WORKLOAD*, AND *WORK ENVIRONMENT* ON *TURNOVER INTENTION* AT PT. SAS KREASINDO UTAMA TEGAL DISTRICT

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ABSTRACT

Rosdianah Dwi Almantika, 2023 The Influence of Job Insecurity, Workload and Work Environment on Turnover Intention at PT SAS Kreasindo Utama Tegal.

In the corporate aspect, human resources are the most important resource which has different characteristics in each individual, sometimes it becomes a problem that must be resolved, problems such as the increase in employees leaving the company must be taken into account. This research aims 1) To analyze the influence of job insecurity on turnover intention at PT SAS Kreasindo Utama. 2) To analyze the effect of workload on turnover intention at PT. SAS Kreasindo Utama. 3) To analyze the influence of the work environment on turnover intention of PT.SAS Kreasindo Utama. 4) To analyze the influence of job insecurity, workload and work environment simultaneously on PT turnover intention. SAS Kreasindo Utama.

The research method used in this research is a quantitative approach. Data collection uses a questionnaire. The number of respondents in this study were all employees of PT SAS Kreasindo Utama as many as 100 people. Meanwhile, the data analysis tool used is multiple linear regression analysis.

From the research carried out, the results were obtained: 1) from partial testing of job insecurity on turnover intention using the t test, the value obtained was sig = 0.000 < 0.05, 2) from the results of partial testing of workload on turnover, the value obtained was sig = 0.045 < 0.05, 3) while from the results of partial testing of the work environment on turnover, a sig value of 0.878 > 0.05 was obtained, 4) from simultaneous testing of job insecurity, workload and work environment on turnover intention using the f test, a value of sig = 0.000 < 0.005 was obtained.

The conclusions of this research are 1) there is a significant influence of job insecurity on employee turnover intention, 2) there is a significant influence of workload on employee turnover intention, 3) there is no significant influence of the work environment on employee turnover intention 4) there is a significant influence between job insecurity, workload and work environment on employee turnover intention.

Keywords: Job insecurity, Workload, Work Environment, Turnover Intention

INTRODUCTION

In this modern era, people have a generous lifestyle in fulfilling their needs. The period where sophisticated technology appears in their lives will also require them to follow the flow where life today requires nominal needs that are greater than before. then they must adjust the income they get if not, then there will be a sense of lack of needs that should be met without feeling deprived.

In the aspect of the company, Human resources are the most important resources that have many different characteristics that sometimes become a problem that must be resolved. In every company, human resources are an asset that can support a company to achieve its goals. without the human element in a company, it is impossible if a company can move towards the goals it has achieved.

The success of a company can be seen from employee empowerment by paying attention to employee welfare so that employees can work well and have a good impact on the quality of the products produced.

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The problem of *turnover intention* in a company often arises due to the desire of employees to move to other companies that they think are profitable, such as getting a bigger salary and other factors. such as the existence of contract employees who are only employed according to a specified time limit. these factors are a challenge for companies, such as increasing recruitment costs, time, performance levels and the cost of training and developing new human resources.

Table 1
Employee Entry and Exit Data 2019-2022

Description	Year 2019	Year 2020	Year 2021	Year 2022
Early period	900	1.189	1.201	1.843
Log in	627	520	1.255	471
Exit	338	508	613	1.119
End period	1.189	1.201	1.843	2.314
Employee exit (%)	0,37%	0,42%	0,51%	0,60%

Source: Processed data 2023

Table 1 shows that the data on the number of employees at PT. SAS Kreasindo Utama has increased so that there is a *turnover intention* in employees. In 2019 PT SAS Kreasindo Utama who left reached 0.37% and in the following year experienced an increase of 0.05% so that in 2020 it was 0.42% and moved again in 2021 it increased by 0.09% so that it became 0.51% and then experienced the same increase until it reached 0.06%. It can be concluded that the *turnover* rate has increased relatively high.

Employee safety and security or *job insecurity* is something that must be maintained and carried out by the company in seeking to maintain employees, these efforts are made so that employees do not feel worried about the dangers experienced at work. The uncertainty of safety and security at work that will cause fear and doubt about the insecurity of the consequences of work includes uncertainty about placement or uncertainty about salary and training. future job worries related to job stability, career development and decreased income which causes a state of stress, anxiety and insecurity. All of these will be reasons for employees to leave the job.

In this discussion, workload is very attached to employees because workload will be a measure of how the quality of work provided will be assessed in the future. On the other hand, adjustments in the division of labor must be accounted for, because the inappropriate ability of workers will cause *burn out* so that it triggers errors or violations in the work that will also be the reason for employees to leave the company due to trauma from mistakes made.

The work environment is everything related to employee activities both at work and outside of work. creating a comfortable environment is what all employees want, there are also some work environments that have become habits when adapting can also be called culture, physical and non-physical work environments so that it needs some supporting facilities such as health insurance, parking lots, canteens and others.

The company PT SAS Kreasindo Utama is a company engaged in the furniture manufacturing industry from wood materials that employs thousands of people for *wood working* and is a leading wooden furniture factory in Indonesia in high-quality products that not only create innovative wooden furniture but can also utilize and recycle the results of plantations. There are several areas in the production process from the manufacturing planning process (internal), the manufacturing process completed by the *final process* by the party (external). In this company has a wide variety of facilities available, it's just that some facilities are inadequate such as there is no canteen in the company which makes it difficult for workers to rest while filling the stomach void due to the density of working time and the demands in learning and understanding unnecessary process stations so that it becomes difficult for production process management to do work. There is also a relatively high increase in employees leaving the company.

Based on the background that has been described, the researcher is interested in researching and writing a thesis with the title "The **Effect of *Job Insecurity*, Woekload and**

Work Enviroment on *Turnover Intention* at PT SAS. Kreasindo Utama."

LITERATURE REVIEW.
Agency Theory.
1. Job Insecurity

According to Wulan and Laila, (2021: 29). The understanding that an individual worker has as the initial stage of the process of losing his job and is the gap between a person's level of security and the level of *insecurity* he wants to obtain.

2. Workload

According to (Irawati and Carollina, 2017: 51) defines that workload is a collection of activities with a number of activities that must be completed by an organizational unit.

3. Work Environment

According to Tyssen (2005: 58) explains that the work environment is a space, physical layout, noise, tools, materials and there is a relationship with coworkers as well as quality that has a positive impact on the performance produced.

Hypothesis

The following research hypothesis is obtained from the explanation above:

H1: There is an influence on *job insecurity* partially on *turnover intention* at PT SAS. Kreasindo Utama

H2: There is an influence on workload partially on *turnover intention* at PT SAS Kreasindo Utama.

H3: There is an influence on the environment partially on *turnover intention* at PT SAS Kreasindo Utama.

H4: There is an influence on *job insecurity*, workload and work environment simultaneously on *turnover intention* at PT Sas kreasindo utama.

RESEARCH METHODS

Research data analysis aims to help answer research questions by obtaining more useful data. This research uses an analysis technique called:

Descriptive Method

examining data means reading the tables, graphs or figures provided and then explaining how they are interpreted.

Quantitative Methods

The type used in this research is quantitative research. (Suliyanto, 2018: 20) suggests that quantitative research is research based on quantitative data where the data is in the form of numbers or a number and can explain (predict) by measuring data and generalizing sample or population results using statistical tools and analyzing new data with all the data that has been collected.

This study also examines two variables in research such as independent variables and dependent variables. The independent variables in this study are *job insecurity*, workload and work environment while the dependent variable is *turnover intention*.

According to Suliyanto (2018: 177) the population is the entire element to be estimated in a study that the population is not only related to people or living things but can be inanimate objects that are included in the characteristics and properties of the element. The population of this study were employees of PT SAS Kreasindo Utama Tegal with the total number of employees 978 permanent workers.

Based on the results of the calculation using the slovin formula, the researchers took a sample of 100 employees (respondents). The nonprobability sampling technique is purposive sampling of the total research population, namely all employees of PT SAS Kreasindo Utama Tegal Regency based on the ease of obtaining the required data or easily measurable units that are cooperative.

RESULTS AND DISCUSSION
Validity Test

Table 11
Turnover Intention Validity Test

Statement	r count	r table (n=30)	Description
Statement1	0,792	0,361	Valid
Statement 2	0,818	0,361	Valid
Statement 3	0,839	0,361	Valid

Statement 4	0,839	0,361	Valid
Statement 5	0,809	0,361	Valid
Statement 6	0,716	0,361	Valid
Statement 7	0,862	0,361	Valid
Statement 8	0,862	0,361	Valid
Statement 9	0,815	0,361	Valid
Statement 10	0,788	0,361	Valid
Statement 11	0,770	0,361	Valid
Statement 12	0,799	0,361	Valid
Statement 13	0,687	0,361	Valid
Statement 14	0,615	0,361	Valid
Statement 15	0,615	0,361	Valid

Source: data processed by SPSS 21

Based on table 11 above, it shows that all statement items used to measure the turnover intention variable in this study have a correlation coefficient greater than the variable r_{tabel} (n - 2 = 30 - 2 = 28 = 0.361) with a significant value of 5% so that all statements from the turnover intention variable are valid and can be used as a data collection tool in this study.

Table 12
Job Insecurity Validity Test

Statement	r count	r table (n=30)	Description
Statement 1	0,842	0,361	Valid
Statement 2	0,754	0,361	Valid
Statement 3	0,809	0,361	Valid
Statement 4	0,754	0,361	Valid
Statement 5	0,754	0,361	Valid
Statement 6	0,809	0,361	Valid
Statement 7	0,891	0,361	Valid
Statement 8	0,891	0,361	Valid
Statement 9	0,893	0,361	Valid
Statement 10	0,884	0,361	Valid
Statement 11	0,832	0,361	Valid
Statement 12	0,780	0,361	Valid
Statement 13	0,656	0,361	Valid
Statement 14	0,629	0,361	Valid

Source: Data processed SPSS 21

Based on table 12 above, it shows that all statement items used to measure communication variables in this research have a correlation coefficient that is greater than r_{tabel} (n-2 = 30 - 2 = 28 = 0.361) with a 5% dignifikan value. So that all statements from the job insecurity variable are valid and can be used as data collection tools in this study.

Table 13
Workload Validity Test

Statement	R count	R table (n=30)	Description
Statement 1	0,525	0,361	Valid
Statement 2	0,597	0,361	Valid
Statement 3	0,648	0,361	Valid
Statement 4	0,474	0,361	Valid
Statement 5	0,436	0,361	Valid
Statement 6	0,512	0,361	Valid
Statement 7	0,402	0,361	Valid
Statement 8	0,539	0,361	Valid
Statement 9	0,637	0,361	Valid
Statement 10	0,495	0,361	Valid

Source: data processed by SPSS 21

Based on table 13 above, it can show that all statement items used to measure workload variables in this study have a correlation coefficient greater than r_{tabel} (n-2 = 30 - 2 = 28 = 0.361) with a significant value of 5%. So that all statements of the workload variable are valid and can be used as a tool to collect data in this study.

Table 14
Work Environment Validity Test

Statement	R count	R table (n=30)	Description
Statement 1	0,495	0,361	Valid
Statement 2	0,533	0,361	Valid
Statement 3	0,757	0,361	Valid
Statement 4	0,620	0,361	Valid
Statement 5	0,418	0,361	Valid
Statement 6	0,497	0,361	Valid
Statement 7	0,699	0,361	Valid
Statement 8	0,470	0,361	Valid
Statement 9	0,685	0,361	Valid
Statement 10	0,685	0,361	Valid

Source: Data processed by SPSS 21

Based on table 14 above, it can be seen that all items used to measure the work environment variable in this study have a correlation coefficient greater than the variable r table (n - 2 = 30 - 2 = 28 = 0.361) with a significant value of 5%. So that all statements from the work environment variable are valid and can be used as data collection tools in this study.

Reliability Test

Table 15
Reliability Test

Variables	Cronbach's alpha	Alpha value	Description
Turnover Intention (Y)	0,953	0,60	Reliable
Job Insecurity (X1)	0,956	0,60	Reliable
Workload (X2)	0,779	0,60	Reliable
Work Environment (X3)	0,779	0,60	Reliable

Source: data processed by SPSS 21

Based on table 15 above, it shows that all variables are declared reliable because they have passed the reliability coefficient limit, namely *Cronbach Alpha> 0.60* so that henceforth each item on each variable concept is suitable for use as a measuring tool.
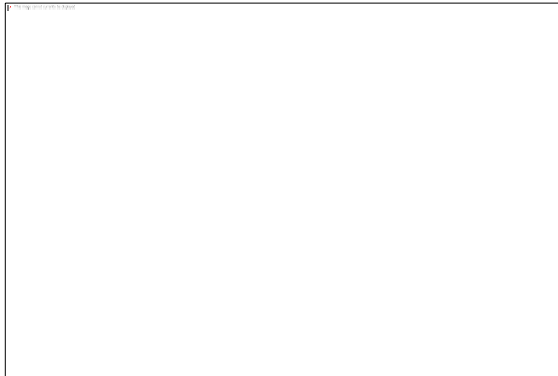
Normality test

Table 4.10 above the results of the normality test using Kolmograorov Smirnov obtained significant results from the normality test of 0.211 where these results are greater than the significance level of 0.05 so that it can be concluded that the normality test in this study is normally distributed because it has met the requirements, namely a significant value> 0.05.

The results of the normality test can be seen in the following normal picture:
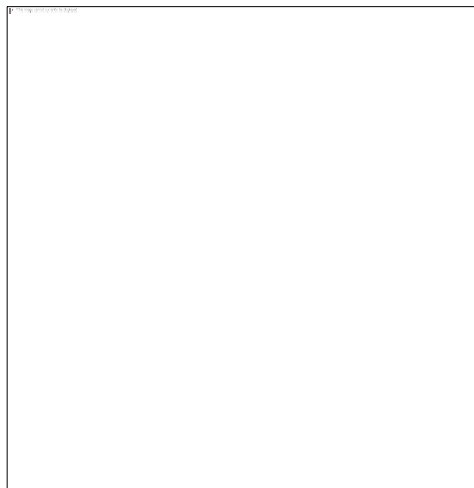
Figure 6 P-Plot Graph

Based on the picture above, it shows that the points on the p-plot graph spread around the diagonal line and the spread follows the diagonal line, so it can be said that the distribution pattern is normal.
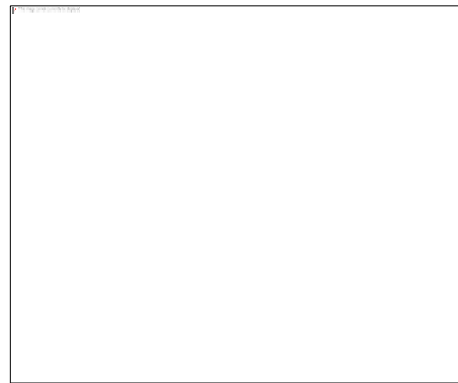

**Figure 7 Histogram of Normality Test**

Based on the chart display, it can be concluded that the data has a normal distribution because the chart pattern forms a bell or does not deviate to the left or right.

Multicollinearity Test

The results of the calculation of table 17 above the tolerance value shows that all independent variables have a tolerance value of more than 0.10 VIF value below 10 which indicates that the research data does not occur multicolonieriy.

Heteroscedasticity test
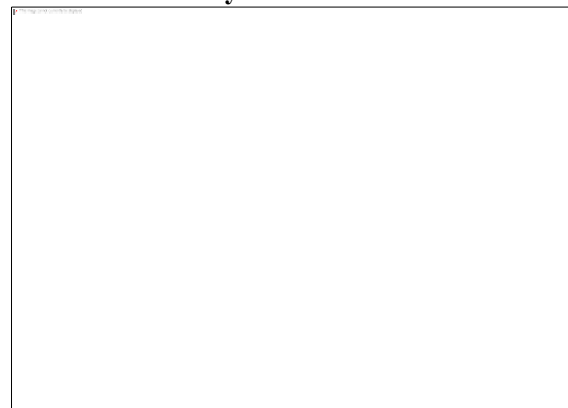
From Figure 8 of the scatterplot graph, it can be seen that the points spread randomly and are spread above and below the number 0 on the Y axis. It can be concluded that there is no heterocedacity.

5

Autocorrelation test
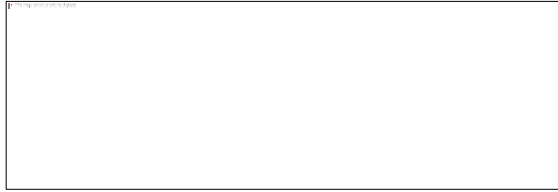
Based on table 18 above, the Durbin Watson value is 2.142, the comparison uses a significant value of 5%, the number of samples is 100 (n), and the number of independent variables is 3 (k = 3), then the Durbin Watson table will get a value of two of 1.7364 because the Durbin Watson value of 2.142 is greater than the limit (du) of 1.7364 and less than 4-1.7364 (2.2636), it can be concluded that there is no autocorrelation.

Multiple Linear Regression Analysis
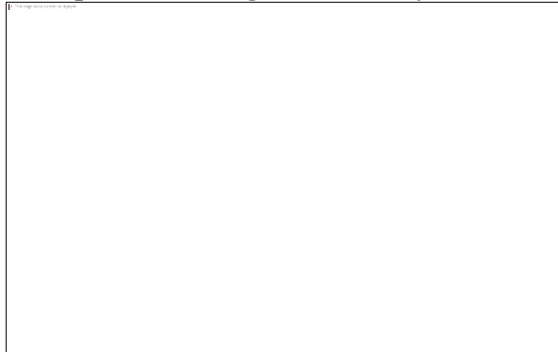
Based on the results of table 19, the multiple linear regression equation is Y = 12.239 + 0.613X1 + 0.203X2 + 0.017X3. From the regression equation of the three independent variables obtained, it shows the value of $\beta 1$ = 0.613, $\beta 2$ = 0.202, $\beta 3$ = 0.017. Based on the multiple linear regression equation above, it can be concluded that:

a. The constant value (a) is 12.239 if job insecurity, workload and work environment are 0 or constant, then the value of turnover intention increases by 12.239.

b. The job insecurity regression coefficient value of 0.613 means that the job insecurity variable increases so that turnover intention also increases.

c. The workload regression coefficient value is 0.203, which means that the workload variable has increased, so turnover intention has increased.

The work environment regression coefficient value of 0.017 means that if the work environment variable increases, the employee turnover intention will decrease by 0.017, and vice versa.

Hypothesis Test
**Partial Test (t test)**

From table 20 above shows the results of the t test are:

1) Based on the results of the partial statistical test of the job insecurity variable, the tcount value is 7.661 and the value is 0.000, thus it can be seen that the significant value of t job insecurity is smaller than 0.05 or 0.000 < 0.05. So hypothesis 1 is accepted, meaning that partially the job insecurity variable has a positive effect on employee turnover intention.

2) Based on the results of the partial statistical test of workload, the tcount value is 2.027 and the significant value is 0.045. Thus it can be seen that the significant value of t workload is smaller than 0.05 or 0.045 <0.05. So H2 is accepted which means that partially the workload variable has a positive effect, so it can be concluded that workload partially affects employee turnover intention at PT SAS. Kreasindo Utama Tegal.

Based on the partial test results, the work environment variable obtained a tcount of 0.154 and a significant value of 0.878. Thus it can be seen that the significant value of the work environment t is greater than 0.05 or 0.0878> 0.05. So H3 is rejected, meaning that partially the work environment variable has no effect on employee turnover intention.

Simultaneous Test (F test)
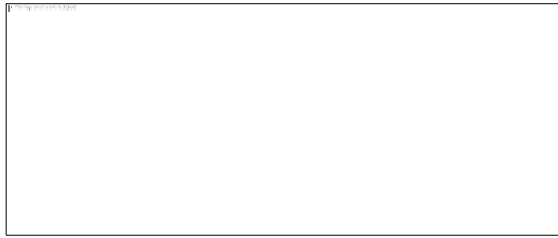
From table 21, the results of the F test calculation above, it is known that Fcount> ftabel, which is 23.483> 2.70 and a significant value of 0.000 <0.05, then H0 is rejected, so it can be concluded that job insecurity (x1), workload (x2) and work environment (x3) simultaneously affect turnover intention (y) on employees of PT SAS Kreasindo Utama Tegal with a significant alpha level of 1%.

Test Coefficient of Determination (R squere)
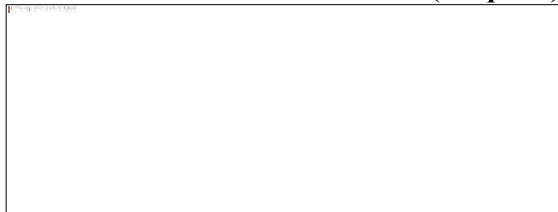
Based on table 22 above, the coefficient of determination (adjusted R square) is 0.405 or 40.5%. This shows that together job insecurity, workload and work environment affect employee turnover intention by 40.5%. While the remaining 59.5% is influenced by other factors not explained in this study.

CONCLUSIONS

These findings were deduced from the research conducted:

1. Job Insecurity affects employee Turnover Intention at PT.SAS Kreasindo Utama Tegal.
2. Workload affects employee Turnover Intention at PT.SAS kreasindo Utama Tegal.
3. The work environment has no effect on employee Turnover Intention at PT SAS Kreasindo Utama Tegal.
4. Job Insecurity, Workload and Work Environment affect employee Turnover Intention at PT ASAS Kreasindo Utama Tegal.

ADVICE

The researcher draws many recommendations from the findings that may be communicated to relevant parties, including but not limited to:

1. This study only uses 3 independent variables, namely jb insecurity, workload and work environment, it is hoped that further research can develop or expand other independent variables.
2. To be able to reduce the higher turnover rate, the company PT. SAS Kreasindo must pay more attention to the level of comfort and safety of employees, especially each individual, also pay more attention to small things to always be considered properly so that employees feel comfortable at work.
3. To consider the distribution of work placements in accordance with employee expertise so as not to cause chaos that is fatal to work and also cause workloads that should not be borne by employees.
4. Can maintain a good working environment physically and non-physically and further strengthen the solidarity of workers in order to facilitate minor problems in work.

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