

The Influence of Work Environment and Job Satisfaction on Turnover Intention PT. Intimegah Bestari Pertiwi

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ARTICLE INFO

Article history:

Received Mar 30, 2023
Revised Apr 11, 2023
Accepted Apr 25, 2023

Keywords:

Work Environment,
Job Satisfaction,
Turnover Intention,
HR Management

ABSTRACT

This study aims to determine: The effect of the work environment on the turnover intention of PT. Intimegah Bestari Pertiwi, Effect of Job Satisfaction on Employee Turnover Intention of PT. Intimegah Bestari Pertiwi, Effect of work environment and job satisfaction on employee turnover intention of PT. Intimegah Bestari Pertiwi. This research is a survey research with a quantitative approach. The sample of this research are employees of PT. Intimegah Bestari Pertiwi, totaling 40 employees with purposive sampling technique. Data collection used a questionnaire while data analysis was carried out using multiple linear regression. The results of the investigation show that partially the work environment has no effect on turnover intention. Simultaneously the Work Environment and Job Satisfaction have a positive and significant effect on Turnover Intention.

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1. INTRODUCTION

In the reality, many employees who think that employees are company assets are just a slogan and still think all of that is still far from reality. This happens because of the gap between expectations and reality or in other words because of the incompatibility between statements and company policies, it is reflected mainly when the company does not pay employee rights such as salaries or benefits, does not care about the physical condition of the workplace (which affects employee comfort), does not reward employee achievement even when the company has to take termination action (Faslah, 2010: 147).

The high level of employee turnover intention in the company must be resolved immediately and quickly because a situation like this is very detrimental to the company and there is definitely a wrong system in the company so that employee pressure arises to change workplaces. According to Jimad (2011) the desire to leave an organization is generally preceded by employee intention. Basically, the turnover intention is the unrest and desire of an employee to move from the old workplace to a new workplace, but this desire has not yet been realized. There are many reasons that cause turnover intention, including job satisfaction and the work environment itself.

The work environment is one of the many reasons why an employee wants to leave the current workplace and move to a new workplace. The work environment of employees is also included in the company's attention so that employees do not arise the intention to change workplaces. Alex S. Nitisemito (2020) The work environment is everything that supports and helps employees in carrying out their work and duties so that maximum work results can be obtained, where in the work

environment there are facilities that support employees to complete the tasks assigned to them optimally and employees enjoy their work time with the facilities provided by the company.

Job satisfaction is one of the many reasons why an employee wants to leave the current workplace and move to a new workplace. Employee job satisfaction is also included in the company's attention so that employees do not arise the intention to change workplaces. Wibowo (2015) job satisfaction is the level of a person's feelings of pleasure as a positive assessment of his job and the environment in which he works.

Every employee has a different nature and behaviour, there are employees who cannot follow the environment around them, there are also employees who want to be in the work environment. The existence of an uncomfortable work environment can result in decreased employee job satisfaction, therefore the work environment and job satisfaction are very influential on employee comfort. According to Afandi (2018: 65), states that the work environment is everything that is around employees and can influence in carrying out the tasks assigned to them, for example with the presence of air conditioners (AC), adequate lighting and so on.

Problems that often occur in companies regarding aspects of human resources in the company are turnover intention, employee movement is needed for companies for employees who have low work productivity. According to Dharma (2012: 1) turnover intention has a negative impact on the organisation because it creates instability in workforce conditions, decreased employee productivity, an uncondusive work atmosphere and also has an impact on increasing human resource costs.

PT Intimegah bestari pertiwi is a private company established by the Indofood group in 2009, located on the sekayu road - lubuk linggau, sanga desa sub-district, musu banyuasin district, south sumatera 30759. Intimegah Bestari Pertiwi is a company engaged in the plantation sector. Based on data received by the author directly from the company that in August 2022 there were 6 employees who quit or moved to other places with the reason that they wanted to quit because of their own will not dismissed by the company and there were 6 employees who entered to replace the employees who quit. The phenomenon that occurs in this study is the occurrence of Turnover in the company, many factors can cause Turnover including the Work Environment and Job Satisfaction. Job Satisfaction is a factor that affects employee Turnover Intention, and Work Environment is also a factor that affects Turnover Intention. "The Effect of Work Environment and Job Satisfaction on Turnover Intention of Employees of PT Intimega Bestari Pertiwi".

2. RESEARCH METHOD

This study aims to determine the effect of non-financial compensation (X1) and workload (X2) on employee turnover intention (Y) at PT Megah ABadi Estate. The object of research studied was employees at PT Megah ABadi Estate. The type of data used in this research is quantitative data which aims to collect some data and the data will be used to test the hypothesis and the data will be used to test the hypothesis. The data source used in this research is primary data in this researcher is the answers of respondents obtained through direct questionnaire distribution. This research was conducted using Nonprobability Sampling with saturated sampling technique. The data analysis technique in this study used the IBM SPSS Statistics 26 application. Analysis in this study descriptive statistical analysis of respondent data, validity test reliability test, normality test, multiple linear regression analysis, partial t test and simultaneous f test, correlation coefficient (R), coefficient of determination test (R²).

3. RESULTS AND DISCUSSIONS

3.1 The Effect of Work Environment (X1) and Job Satisfaction (X2) on Turnover Intention (Y)

Based on the results of the simultaneous test, it is known that the F-count value is 10,823 > F-table 3.24 and the significance value is 0.000 < 0.05. This shows that the independent variables consisting of the independent variables Work Environment and Job Satisfaction simultaneously (together) have a positive and significant effect on the dependent variable Turnover Intention. H3 can be stated as simultaneously accepted, where the work environment and job satisfaction variables together have a negative and a significant effect on turnover intention. The low contribution value

indicates that there are many other variables that influence turnover intention at PT Intimegah Bestari Pertiwi besides work environment and job satisfaction.

Turnover intention is the level of employee desire to leave the company or quit the job voluntarily. The desire of employees at PT Intimegah Bestari Pertiwi to leave the company, of which is caused by the work environment. A poor working environment in the form of non-conducive working conditions, inadequate services, and poor working relationships causes discomfort to employees so the desire to leave the company arises. Another factor that can affect the turnover intention of PT Intimegah Bestari Pertiwi employees is job satisfaction. Employees who feel dissatisfied with the rewards given by the company will tend to look for other companies that feel better, resulting in turnover intention.

Research conducted by Sunarno (2000) in Hanafiah (2014) states that employees who turnover are generally found because they are dissatisfied with company management, the quality and nature of working conditions, the number of wages, the feeling of being treated unfairly by the company and the quality of inadequate supervision. These conditions will make employees feel disappointed and unappreciated so they decide to turnover.

A good work environment and high job satisfaction for employees of PT Intimegah Bestari Pertiwi will be able to form a mechanism that can increase employee comfort with the company. Employees who feel comfortable and satisfied at work will have a high work commitment, so they have no desire to leave the company where they currently work. Conversely, if employees of PT Intimegah Bestari Pertiwi feel that the company's Work Environment is poor and their Job Satisfaction is low, there will be a desire to leave the company. This is reinforced by Hartati's (1992) research in Hanafiah (2014), which states that poor work environment conditions, wages that are too low, and working hours that exceed the limit and the absence of social security are the main causes of turnover intention.

The results of this study are in line with research conducted by Tiara Efentris and Stefani Chandra in 2019 that there is a positive and significant effect of work environment and job satisfaction on turnover intention.

3.2 Work Environment (X1) on Turnover Intention (Y)

The results of this study indicate that Work Environment X1 has no effect / does not contribute to Turnover Intention of employees of PT Intimegah Bestari Pertiwi. This is indicated by the t-count $< t\text{-table}$ ($1.372 < 2.024$) and the significance value ($0.178 > 0.05$) which means H1 is rejected. This shows that Work Environment X1 has no effect / does not contribute to Turnover Intention. In reality, if an employee feels that the environment in his job is unpleasant, then yes, he will feel uncomfortable in doing the job.

The results of research conducted by Chairani (2014) prove that the work environment has a negative influence on turnover intention, a poor work environment, such as the lack of facilities received by employees, the absence of a place for employee rest, will encourage employees to resign. The more complete the facilities received by employees to support their work, the lower the employee's intention to look for other work alternatives.

According to Sedarmayanti (2007), the work environment is divided into physical environment and non-physical environment. The physical environment can be in the form of workplace conditions and facilities obtained by employees to support their work. While the non-physical work environment is all the circumstances that occur related to working relationships, both with superiors and with fellow colleagues. Employees who work in good working conditions will feel enthusiastic about working, while employees who do not get adequate facilities when working and have poor working relationships will feel difficult, so they have the desire to quit or leave the company.

The results showed that the lowest score of work environment variables was on the work relationship indicator. Employees of PT Intimegah Bestari Pertiwi have poor working relationships. This happens because communication between superiors and employees is not smooth, and there is often miscommunication in delivering messages. If communication between superiors and employees can be established properly and smoothly, the superiors can understand what employees want. The better this vertical relationship will further reduce the desire of employees to leave the company.

The results of this study are in line with research conducted by Yuliana Suci Wulandari in 2016 that the effect of the work environment on turnover intention found that it has no effect / does not contribute to turnover intention.

3.3 Job Satisfaction (X2) on Turnover Intention (Y)

The results showed that job satisfaction affects/contributes to the turnover intention of PT Intimegah Bestari Pertiwi employees. This is indicated by the results of $t\text{-count} > t\text{-table}$ ($3.701 > 2.024$) with a significance value ($0.001 < 0.05$) which means H2 is accepted. This shows that satisfaction affects/contributes to turnover intention. Job satisfaction is the most important factor in reducing employee turnover intention. In reality, if an employee feels satisfaction in his job, then he will feel comfortable with the job. This research shows that if the value of job satisfaction is high, the employee's desire to leave his job will be lower. Increased job satisfaction is expected to reduce turnover intention in employees of PT Intimegah Bestari Pertiwi.

According to Robbins (2003), job satisfaction is a general attitude towards one's job that shows the difference between the amount of reward workers receive and the amount they believe they should receive. If the production employees of PT Intimegah Bestari Pertiwi have high job satisfaction, the employees will show a positive attitude towards the work they do. Conversely, low satisfaction will lead to negative attitudes of employees toward work, one of which is the desire to quit or leave or leave PT Intimegah Bestari Pertiwi.

The results showed that the lowest score of job satisfaction variables was on the indicator of satisfaction with salary or wages. Employees at PT Intimegah Bestari Pertiwi feel that the salary received cannot meet their needs, so employees feel dissatisfied and the desire to leave the company arises. Employee job satisfaction can be achieved by paying attention to the salary received by employees. When the salary received can meet the needs of life, employees will feel satisfied so that they reduce the desire to leave the company. It can be interpreted that if the satisfaction of production employees at PT Intimegah Bestari Pertiwi towards high salaries, the lower the intention to leave the company. The results of this study are in line with research conducted by Engeline Imaculata Mandeno in 2017 that the effect of job satisfaction on turnover intention found that job satisfaction affects / contributes to turnover intention.

4. CONCLUSION

Based on the data analysis, the conclusion was obtained: The results of the research conducted simultaneously the $F\text{-count}$ value is $10,823 > F\text{-table}$ 3.24 and the sig value is $0.000 < 0.05$. This shows that the independent variables consisting of the independent variables Work Environment and Job Satisfaction simultaneously (together) have a positive and significant effect on the dependent variable Turnover Intention. The results of the Partial test research (t-Test) on the Work Environment variable (X1) obtained a $t\text{-count}$ value $< t\text{-table}$ ($1.372 < 2.024$) and a significance value of $0.178 > 0.05$ ($0.178 > 0.05$) So that H2 is rejected and it can be concluded that the Work Environment (X1) has no effect on Turnover Intention (Y). The results of the Partial test research (t-Test) on the Job Satisfaction variable (X2) obtained a $t\text{-count} > t\text{-table}$ value ($3.701 > 2.024$) and a significance value of $0.001 < 0.05$ ($0.001 < 0.05$) So that H1 is accepted and it can be concluded that Job Satisfaction (X2) has an effect on Turnover Intention (Y).

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