



## Understanding of Job Insecurity, Quality of Work Environment, and its Implications for Employee Turnover Intention: A Study of Indonesian State-Owned Companies (SOEs) in the Field of Electronics for Facilities and Infrastructure

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### ABSTRACT

The phenomenon of employee turnover is triggered by high turnover intention in employees caused by internal or external factors. This study aims to determine how job insecurity and work environment can contribute to the phenomenon of turnover intention in Indonesia State-Owned Companies (SOE's) in the field of electronics for industry and infrastructure. By using descriptive causality analysis and quantitative approach. Data from 250 samples were collected through questionnaires and tested with multiple linear regression analysis with the help of SPSS version 29 software to determine the magnitude of variable contributions. The results showed that job insecurity partially influenced turnover intention positively but insignificantly, while workers' surrounding conditions significantly influenced turnover intention negatively. The influence of job insecurity and work environment together affect 8.1% of employee turnover intention in the state-owned company.

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## INTRODUCTION

The balance between employee needs and the demands and capabilities of the company is something that needs to be considered by the company. This is necessary so that employees, especially employees with good qualifications and productivity, feel comfortable and safe in working at the company and have no desire to leave the company. However, the phenomenon of employees leaving the company is inevitable because many factors from internal and external to the employee change so that it can cause an employee to decide to leave the company.

In one of Indonesia's State-Owned Companies (SOE's) in the field of electronics for industry and infrastructure, there is a phenomenon where the employee turnover rate in recent years has increased. This has led to an increase in the employee turnover rate in the company. The following presents data on the number of employee turnovers and turnover rates from Indonesia State-Owned Companies (SOE's) in the field of electronics for industry and infrastructure for the period 2020-2023 (see Table 1).

**Table 1. Employee turnover data**

Year	Number of Employees at Start of Year	Total number of employees		Number of Employees at End of Year	Average Number of Year-End Employees	LTO
		Signed	Exit			
2020	422	7	9	449	435,5	2,07%
2021	450	4	19	423	436,5	4,35%
2022	420	7	17	396	408	4,17%
2023	390	0	12	390	390	3,08%

Source: Internal Company Data (2023)

Based on Table 1. in the last four years, there has been an increase in the number of employee turnovers so that the amount of labour turnover in the company reaches a high percentage. According to Harisetia and Rizqi (2022) employee turnover is included in the high category if it reaches 5% or more than 5%. As for table 1., based on the results of the calculation of employee turnover, it is found that the turnover rate in 2021 and 2022 has a percentage of 4%, which is a figure close to 5%. This can mean that the employee turnover rate in the company is in a high classification and if this turnover rate is not overcome, it can have an impact and disrupt company activities due to the vacancy of employee positions within the company. So, before employee turnover rate gets higher, the company needs anticipation and mitigation measures to minimise turnover in the company to be higher and difficult to control.

The decision to leave the company cannot be taken hastily by employees, there are many factors that need to be considered before making such drastic changes. The phenomenon of employees' desire to leave the organisation is one of the first signs that they may be considering leaving the company or commonly known as turnover intention. According to Husin (2021) turnover intention is the tendency of employees to look for new jobs elsewhere or plans to leave the company within a certain period. Because the employee turnover rate in this

state-owned company in the electronics sector is quite high, the researcher conducted a survey of 30 random employees to find out whether there are indications of high intentions of company employees to leave the company or not. The survey results regarding turnover intention are as follows (see Table 2).

**Table 2. Survey Results Regarding Employee Turnover Intention**

Statements	Agree	Disagree
There is a possibility that I will leave the company within the next one year.	33%	67%
I'm looking for a new job outside of my current company	53%	47%
I plan to quit my job if I get a better one.	83%	17%

Source: Researcher Survey Results (2023)

Based on table 2 above, 53% of 30 employees agree that they are currently looking for other jobs outside the company. In addition, 83% of 30 employees agree that they are willing and intend to leave the company if they get a better job than the current job. From the two survey results, it can be a sign that employees in this state-owned electronics company have a high turnover intention.

The reasons for an employee to have the intensity to leave and leave the company can be caused by several factors, both internal and external factors. There are many factors that can affect employee turnover intention in an organisation, including job insecurity, co-worker support, work environment, work stress, job satisfaction, and irreplaceability. Based on several previous research, one of which was conducted by Arijanto et al., (2019) argue that the level of turnover intention is caused by job insecurity, work stress, and the work environment. Meanwhile, Venisa and Brahmana (2020) state that part of the turnover intention is caused by the work environment and job insecurity. As for the opinion of Akgunduz and Eryilmaz (2018) which states that co-worker support in the work environment, as well as cognitive and affective job insecurity affect part of the occurrence of turnover intentions in employees.

Job insecurity or worklessness can be caused by negative changes in the company's work environment. Issues like this, if not considered, can lead to employee feelings to leave the company or turnover intention. Meanwhile, the condition of the work environment as around employees can affect the attitudes and feelings of employees at work. Therefore, the condition of the work environment, both the physical work environment that can be seen directly and the non-physical work environment that is invisible but has a real impact, needs to be considered by the company. The reason companies need to pay attention to work environment conditions is so that conditions can provide positive affirmations to employees so that employees can work and carry out other work activities optimally, comfortably, safely, and certainly do not have thoughts of leaving the company.

Based on this phenomenon and urgency, this study will discuss how job insecurity and work environment conditions can affect turnover intention in employees of BUMN in the field of electronics for industry and infrastructure.

## **THEORETICAL REVIEW**

### ***Job Insecurity***

Based on the statement of Greenhalgh and Rosenblatt (1984) that the meaning of job insecurity is the helplessness of employees in maintaining the sustainability of the work being undertaken due to a changing and threatening situation from the job, while De Witte et al., (2010) convey that an employee's perception of the pressure and anxiety that he will lose his job and can cause him to lose his job and create insecurity about the sustainability of the work being undertaken is referred to as job insecurity. This feeling of concern about work includes the continuation of work in the future or various other valuable aspects of work, such as work content or working conditions. Therefore, this insecurity condition, if left unchecked, can interfere with, and affect the psychological or mindset of individual employees towards the current job, triggering job insecurity.

To measure job insecurity of employees, according to De Witte et al., (2010) there are two types of job insecurity, which are quantitative job insecurity (The real fear of losing a job, when someone realises there is a danger to the work they do) and qualitative job insecurity (Concerns about losing opportunities or important features of the job), both of which can be used as indicators in assessing job insecurity.

### ***Work Environment***

Kasmir (2022) mentions that what is meant by the work environment is the condition and atmosphere created around the environment where employees work, be it the placement of items that are visible or the working relationships that exist within a company. Meanwhile, another opinion was conveyed by Tiasih (2019) who stated that everything related to both physical and non-physical in the workplace, and directly or indirectly, is considered part of the work environment because when they are carrying out work these things can influence the employee. Because of its characteristic that is directly adjacent to employees, therefore when a work environment must have or be able to provide a comfortable and conducive atmosphere so that there are employees who are in the work environment can work optimally.

To determine the condition of the work environment, measurements are made using two dimensions put forward by Sedarmayanti (2017), namely the physical work environment with the scope of lighting, circulation, room layout, decoration, noise, and facilities faced by employees at work and the non-physical work environment in the form of working relationships established by employees to other employees in the company, both with fellow employees and with superiors.

### **Turnover Intention**

Mobley (2011) states that employees' intention to leave their current position stems from unfulfilled internal reflections and evaluations about the long-term viability of their relationship with their employer. Meanwhile, based on the statement from Kartono (2021) defined turnover intention as the desire of employees to leave the company which is done voluntarily or is considered as a movement of employees to resign from the company. So it can be concluded that turnover intention is an indication of an employee who wants to leave the company in the future voluntarily but this has not yet been realised. Turnover intention is an employee behaviour related to the intention of employees to leave the company voluntarily which will have an impact or affect the status, organisational policies, and performance of the company.

There are at least three signs or characteristics of an employee who has the intention to leave the company where he works, according to Purnomo (2022) indications of turnover intention, namely thinking of quitting, which is a form of thinking about whether to decide to continue or leave the company, intention to search for alternatives or the intention of employees to look for alternative jobs outside the company, and intention to quit in a form of decisions taken if they want to leave the company.

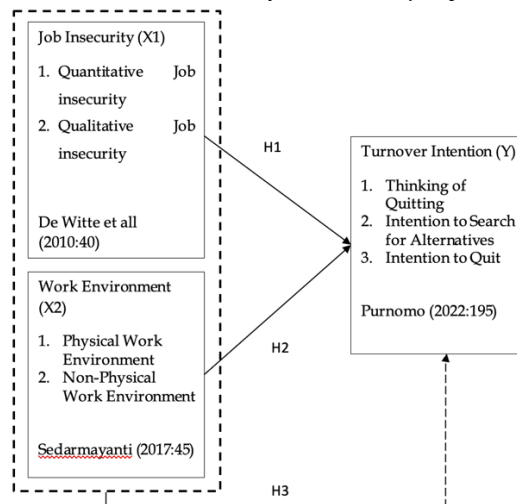
### **Research Hypothesis**

The hypothesis of this study is that job insecurity factors and work environment conditions can have an impact on the phenomenon or issue of increasing employee turnover intention of state-owned companies in the electronics sector for industry and infrastructure. The purpose hypothesis is:

*H1: Job insecurity influences employee turnover intention*

*H2: Work environment influences employee turnover intention*

*H3: Job insecurity and work environment influence employee turnover intention*



**Figure 1. Conceptual Framework**  
Source: Researcher Processed Result (2023)

## METHODOLOGY

### *Research Design*

This research uses descriptive causality analysis with a quantitative research method. The use of quantitative research methods is used by collecting data from a predetermined population or sample with the help of research instruments used to collect data and conduct quantitative or statistical data analysis that has been obtained so that testing of previously established hypotheses can be carried out.

### *Population and Sample*

The population in this study were 390 employees of SOE companies in the electronics sector for industry and infrastructure. Because the population is known, the sampling uses the probability sampling technique. This study uses a confidence level of 95% with a precision level or error rate of 5% or 0.05. So, with the results of calculating using the Taro Yamame formula or the Slovin formula, the number of samples obtained was 200 samples. But to expand the scope of the research, the researcher added a few samples so that the final number of samples was 250 samples.

### *Data Collection*

Data for this study were collected through the distribution of questionnaires with 39 open and closed statement items containing factors of job insecurity, work environment, and turnover intention.

### *Data Analysis*

Information from the questionnaire results was then processed and tested using multiple linear regression analysis models with the help of SPSS software version 29. In addition, the classical assumption test, hypothesis testing, and the coefficient of determination test were also carried out to analyse how much influence the independent variables, such as job insecurity (X1) and work environment (X2), have on the dependent variable, which is turnover intention (Y).

## RESULTS AND DISCUSSION

### *Descriptive Analysis*

The following are the results of descriptive analysis of 250 data collected from research respondents. The results of the job insecurity variable with two dimensions, below (see Table 3).

**Table 3. Recapitulation of Job Insecurity Variable Responses**

No	Dimension	Total Score	Ideal Score	Average	Category
1	Quantitative Job insecurity	4980	7500	66%	Good
2	Qualitative Job insecurity	3325	5000	67%	Good

Source: Researcher Processed Data (2024)

Based on Table 3. for descriptive job insecurity variables obtained a result of 66% with a good category. Meanwhile, the results of the descriptive study on

factors related to physical and non-physical aspects in the workplace are presented below (see Table 4).

**Tabel 4. Recapitulation of Work Environment Variable Responses**

No	Dimension	Total Score	Ideal Score	Average	Category
1	Physical Work Environment	10533	13750	77%	Good
2	Non-Physical Work Environment	6138	7500	82%	Good

Source: Researcher Processed Data (2024)

Based on Table 4, the results show that the work environment variable gets a final score of 79% in the good category. Furthermore, the following is the descriptive analysis of turnover intention variables which are divided into three dimensions (see Table 5).

**Tabel 5. Recapitulation of Work Environment Variable Responses**

No	Dimension	Total Score	Ideal Score	Average	Category
1	Thinking Of Quitting	3060	5000	61%	Good
2	Intention To Search For Alternatives	4918	7500	66%	Good
3	Intention To Quit	1642	2500	66%	Good

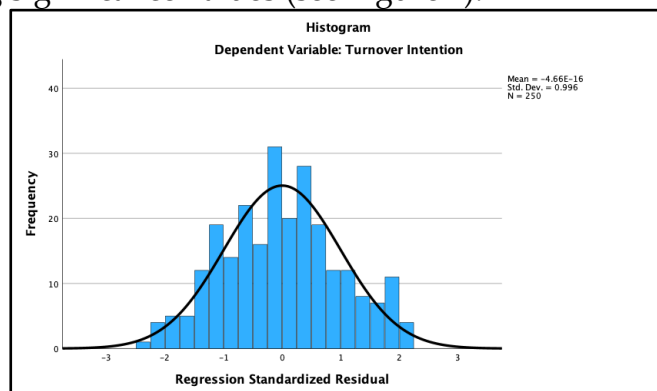
Source: Researcher Processed Data (2024)

Based on the table 5. above, the turnover intention variable gets a final value of 64%, which is included in the good enough category.

### Classical Assumption Test

#### 1. Normality Test

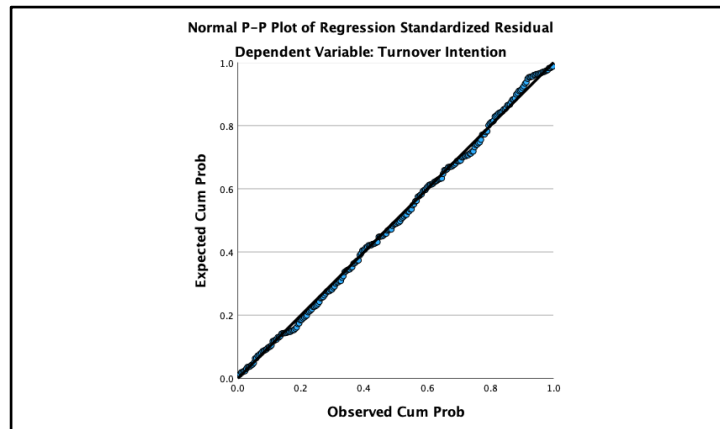
Normality test is needed to ascertain whether the data obtained is normally distributed or not. Normality test in this study uses three methods, which are through histograms, p-plot graphs, and one sample Kolmogorov Smirnov (K-S) test by comparing significance values (see Figure 2).



**Figure 2 Normality Test Results Via Histogram**

Source: SPSS version 29 Data Processing Results (2024)

Based on Figure 2. above, it can be seen if the resulting histogram shape has a histogram shape that forms like a symmetrical or balanced bell where it does not lean to the right side or the left side. So, it can be concluded that the overall data used has passed the normality test because the data is normally distributed. Next is the normality test using the p-plot graph (see Figure 3).



**Figure 3. Normality Test Results Via P-Plots Graphics**  
Source: SPSS version 29 Data Processing Results (2024)

Based on Figure 3. a normality test using a p-plot graph, and it can be seen if there is a pattern of dots parallel to the diagonal line. So, it can be concluded that the data in this study is normally distributed. To re-verify and confirm that the data in this study are normally distributed, a normality test is carried out using the one sample Kolmogorov-Smirnov (K-S) test (see Figure 4).

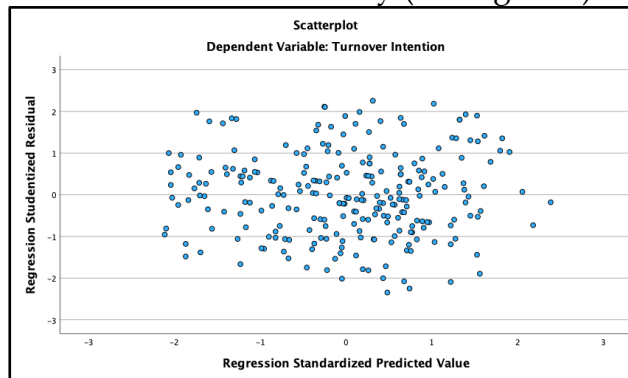
One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual	
N		250	
Normal Parameters <sup>a,b</sup>	Mean	.0000000	
	Std. Deviation	6.64413052	
Most Extreme Differences	Absolute	.034	
	Positive	.029	
	Negative	-.034	
Test Statistic		.034	
Asymp. Sig. (2-tailed) <sup>c</sup>		.200 <sup>d</sup>	
Monte Carlo Sig. (2-tailed) <sup>e</sup>	Sig.	.714	
	99% Confidence Interval	Lower Bound	.702
		Upper Bound	.726

**Figure 4. Normality Test Results**  
Source: SPSS version 29 Data Processing Results (2024)

Based on Figure 4 above, the 2 tailed significance value of this study is 0.200. This comparison shows that 0.200 has a value greater than 0.05, so it can be concluded that all data in this study is normally distributed.

## 2. Heteroskedasticity Test

The heteroscedasticity test is conducted to find out whether there is an equality of residual variances in a linear regression analysis model or not. In this study, the heteroscedasticity test was carried out by looking at the scatterplot graph and by looking at the significance value of the glejser test. Below is a scatterplot graph of the data used in this study (see Figure 5).



**Figure 5. Heteroskedasticity Test Results**

Source: SPSS version 29 Data Processing Results (2024)

In Figure 5. above it can be seen if the distribution of the points is evenly spread and spread between the lines below zero and above zero. Because the pattern is spread irregularly, the data in this study does not have heteroscedasticity. To make sure again, the Glejser test is used by comparing the significance values of the two independent variables (see Figure 6).

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.003	2.344		-.001	.999
	Job Insecurity	.045	.039	.075	1.172	.242
	Lingkungan Kerja	.058	.033	.113	1.778	.077

**Figure 6. Heteroskedasticity Test Results**

Source: SPSS version 29 Data Processing Results (2024)

Based on Figure 6, the significance value for the job insecurity variable is 0.242 and the work environment variable is 0.077. Both significance values of the two

independent variables in this study have a significance value greater than 0.05, so it can be decided if in this study there are no symptoms of heteroscedasticity.

### 3. Multicollinearity Test

Multicollinearity test is conducted to find out whether there is a multicollinearity problem or not in the research data. The values compared are the variance value and tolerance value. The following is the result of the multicollinearity test (see Figure 7).

		Coefficients <sup>a</sup>					Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	31.245	4.026		7.760	<.001		
	Job Insecurity	.311	.067	.289	4.669	<.001	.972	1.028
	Lingkungan Kerja	-.046	.056	-.051	-.832	.406	.972	1.028

a. Dependent Variable: Turnover Intention

**Figure 7. Multikolinearity Test Results**

Source: SPSS version 29 Data Processing Results (2024)

Based on Figure 7, the tolerance value of the job insecurity and work environment variables is 0.972. Both results are smaller than 0.10, so it can be concluded that there is no multicollinearity problem in the data. Then, by looking at the variance value, and the results obtained if the two independent variables have a Variance Inflation Factor (VIF) value of 1.028. Because the VIF value is < 10, it is concluded that there is no multicollinearity problem in the research data.

### 4. Multiple Linear Regression Analysis

Multiple linear regression analysis model is used to find out the relationship of the influence of job insecurity and work environment variables on turnover intention. The following table shows the results of multiple linear regression analysis for this study (see Figure 8).

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	31.245	4.026		7.760	<.001		
	Job Insecurity	.311	.067	.289	4.669	<.001	.972	1.028
	Lingkungan Kerja	-.046	.056	-.051	-.832	.406	.972	1.028

a. Dependent Variable: Turnover Intention

**Figure 8. Multiple Linear Regression Analysis Test Results**  
 Source: SPSS version 29 Data Processing Results (2024)

From the results of the multiple linear regression analysis model, the results of the linear regression equation for this study are as follows:

$$Y = 31,245 + 0,311X_1 + (-0,046)X_2.....(1)$$

- The constant value ( $\alpha$ ) = 31.245 that means if job insecurity and work environment are 0 (zero), then employee turnover intention is 31.245.
- As a positive variable, job insecurity has a regression coefficient value of 0.311. In other words, a one-unit increase in job insecurity can cause a 0.311 increase in the desire to change jobs or turnover intention. Job insecurity and turnover intention are interrelated with a positive coefficient value.
- The regression coefficient value of work environment has a negative value with a value of -0.046. In other words, a one unit increase in the work environment will cause a decrease in turnover intention. Because the coefficient value is negative, the work environment and turnover intention are opposite to each other. So that if the value of turnover intention increases, the value of the work environment decreases, and vice versa where if the value of turnover intention decreases, the value of the work environment increases.

### Hypothesis Testing

To determine the significance of the hypothesis that has been formulated, hypothesis testing is carried out. In this study, hypothesis testing was carried out by means of the t test to determine the effect of the independent variable partially and the F test to determine the effect of the independent variable simultaneously. The following are the results of hypothesis testing in this research (see Table 6).

**Tabel 6. Hypothesis Test Results**

Hypothesis	Statistics	Significance	Result
<i>H1: Job insecurity influences employee turnover intention</i>	4,669	<0.001	<b>Accepted</b>
<i>H2: Work environment influences employee turnover intention</i>	-0,832	0,406	<b>Rejected</b>
<i>H3: Job insecurity and work environment influence employee turnover intention</i>	10,903	< 0,001	<b>Accepted</b>

Source: SPSS version 29 Data Processing Results (2024)

With a df value of 247, the t table value is 1,652 and the f table is 3,033. So based on hypothesis testing in this study, the hypothesis is as follows:

- For the job insecurity variable, the t test results obtained a positive t statistic value of 4.669 with a comparison to the t table value, then  $4.669 > 1.652$ . The significance value is  $< 0.001$ , with a comparison of  $< 0.001 < 0.05$ . So, the conclusion is that H1 is taken and H0 is rejected in this study. With the conclusion drawn is that partially the job insecurity variable has a positive but insignificant effect on turnover intention.
- For the work environment variable, the t test results obtained a negative t statistic value of -0.832 with a comparison to the t table value,  $-0.832 < 1.652$ . The significance value is 0.406, with a comparison of  $0.406 > 0.05$ . So, the conclusion is that H0 is taken and H1 is rejected in this study. With the conclusion drawn is that partially the work environment variable has a negative but significant effect on turnover intention.
- The comparison value of F statistics and F table is  $10.903 > 3.033$ . In addition, the amount of significance value is  $< 0.001$  which is smaller than 0.05. So the conclusion of the F test in this study is that H0 is rejected and H1 in this study is accepted, and it can be interpreted that job insecurity and work environment conditions influence employee turnover intention in the company.

**Determination Coefficient Test**

Testing of the determination coefficient is carried out to determine the magnitude of the influence of job insecurity and work environment variables on turnover intention. The results are as follows (see Figure 11).

<b>Model Summary<sup>b</sup></b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.285 <sup>a</sup>	.081	.074	6.671

a. Predictors: (Constant), Lingkungan Kerja, Job insecurity  
b. Dependent Variable: Turnover intention

**Figure 11. Determination coefficient**

Source: SPSS version 29 Data Processing Results (2024)

From the table above, it can be seen that the value of R square is 0.081, then the value of the coefficient of determination is 8.1%. This indicates that the independent variables, namely job insecurity and work environment, can influence 8.1% of the dependent variable in the research, which is turnover intention.

## **DISCUSSION**

### ***Analysis of the Influence of Job Insecurity on Turnover Intention***

From the results of data analysis, the job insecurity variable on the turnover intention variable is proven by the results of the t test or partial test. Based on the t test, the comparison results of the t value and t table of the job insecurity variable are  $(4.669) > (1.652)$ , while the significance value of the job insecurity variable is  $< (<0.001) < 0.05$ . From these two results, it can be concluded that there is a positive but insignificant influence of the job insecurity variable on the level of employee turnover intention in Indonesian State-Owned Companies in the field of electronics for industry and infrastructure.

The results of this research are in line with previous research conducted by Prastika (2023) which resulted in the result that job insecurity has a positive influence on turnover intention but is not significant. In addition, research conducted by Purwati and Maricy (2021) also mentioned the same thing where job insecurity managed to positively but not significantly affect the level of turnover intention or employee intention to leave the company.

### ***Analysis of the Influence of Work Environment on Turnover Intention***

Based on the results of data analysis and processing of work environment variables on turnover intention variables carried out by t test or partial test, the results of the calculated t value are smaller than the t table value with the comparison results  $(-0.832) < (1.652)$ . While the significance value of the work environment variable is 0.406 which is greater than 0.05. From these two results, it means that if the t value  $< t$  table with a significance value  $> 0.05$ , it can be concluded that partially the work environment variable has a negative but significant effect on employee turnover intention of Indonesian State-Owned Companies in the field of electronics for industry and infrastructure.

The results of this research are in line with previous research conducted by Prastika (2023) which states that work environment has a negative and significant effect on turnover intention. Another research that supports this research is a study conducted by Marzuqi (2021) which reveals that the work environment has a negative and significant effect on turnover intention, therefore companies are expected to be able to provide a comfortable work environment for their employees.

### **Analysis of the Influence of Job Insecurity and Work Environment on Turnover Intention**

Based on the results of the simultaneous hypothesis test or F test, the Fcount value is 10.903 and the Ftable value is 3.033. Therefore, the results are obtained if  $F_{count} > F_{table}$  with the form of comparison  $(10.903) > (3.033)$ . In addition, a significance value of  $<0.001$  is obtained, which is a significance value smaller than 0.05, with a comparison form  $(<0.001 <0.05)$ . From these two figures, it can be concluded that simultaneously or together the job insecurity variable and the work environment variable have a significant influence on the level of turnover intention in employees of Indonesian State-Owned Companies in the field of electronics for industry and infrastructure.

The R Square value is 0.081, so the coefficient of determination is 8.1% and it can be concluded that simultaneously or jointly between the job insecurity variable and the work environment variable has a significant influence on the level of turnover intention. It can be concluded that job insecurity and work environment together are able to influence employee turnover intentions by 8.1% while another 91.9% is influenced by other factors not examined in this research. There is previous research that is in line with this research and gets the same results, where the research is research conducted by Venisa and Brahmana (2020) which states that the work environment and job insecurity only affect turnover intention with a coefficient value of 9.1%.

### **CONCLUSIONS AND RECOMMENDATIONS**

Based on the results of the analysis and discussion of research data, the conditions regarding job insecurity conditions at Indonesian State-Owned Companies in the field of electronics for industry and infrastructure are in the good enough category, this means that there are still concerns or discomfort at work felt by employees. For work environment conditions in the good category, where this means that if the company has provided and maintained a good work environment climate within the company. Meanwhile, the condition of employee turnover intention is in a good category, this indicates that there is still a high intention of employees to leave the company. Therefore, the company is expected to immediately overcome this by paying attention to the conditions of its employees and maintaining its employees so that they do not have a sense of boredom in working at the company so that the employee turnover rate can be reduced due to the small intensity of employees to leave the company.

For the results of statistical analysis, it is found that partially the job insecurity variable has a positive but insignificant effect on turnover intention, meanwhile the work environment variable partially has a negative but significant effect on employee turnover intention. The influence of the two variables on turnover intention together or simultaneously can influence 8.1%.

## FUTHER STUDY

For further study, it is hoped that it will be able to contribute more to research and science through the expansion of research beyond the variables that have been used at this time by using or adding several additional variables besides the variables in this study. This can be approached either by adding moderating or intervening variables so that the research results can be more comprehensive research results. In addition, it is also recommended to add qualitative research methods such as interviews to deepen insight into the perceptions or experiences of employees related to job insecurity variables, work environment, and turnover intention.

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