

The Influence of Job Insecurity on Turnover Intention Through Employee Job Stress as a Mediation Variable at PT Sarana Pembangunan Pekanbaru (Trans Metro Pekanbaru)

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ABSTRACT

This research aims to examine the effect of job insecurity on turnover intention through employee work stress as a mediating variable. The sample was selected using the purpose sampling method, namely judgment sampling and data was collected through distributing questionnaires. The sample chosen was employees of Trans Metro Pekanbaru (PT Sarana Pembangunan Pekanbaru). The number of observations used was 63 employees. Sample data was tested using Path Analysis with the help of SmartPLS 3.0. The test results show that there is a positive but not significant influence between job insecurity on turnover intention, while job insecurity has a positive and significant influence on work stress. Then, there is a positive and significant influence between the relationship between work stress and turnover intention.

INTRODUCTION

In an era of ever-growing business dynamics, the phenomenon of job uncertainty or job insecurity has become a major concern in human resource management studies. Job insecurity refers to employees' perceptions regarding uncertainty or insecurity regarding the continuity of their employment in the future. This condition can have a significant impact on various aspects of employee welfare, one of which is the desire to leave the organization, which is known as turnover intention. One factor that strengthens the relationship between job insecurity and turnover intention is work stress. Job stress here refers to the psychological and emotional pressure that arises in response to job uncertainty. Previous studies show that work stress can be a significant mediator in linking job insecurity with turnover intention.

One of the factors that influence the occurrence of job insecurity in employees can be seen by the volume of work at the end of the month piling up and (double jobs) with a target pursuit system so that it is not uncommon for employees to complain about the existence of (double jobs) at the end of the month. This can affect employees in the short and long term. Work weaknesses themselves have long-term and temporary impacts. Meanwhile, according to Januartha & Adnyani in Handaru, Rahman and Paramita

(2021) stated that temporary job uncertainty will affect work fulfillment, work commitment, hierarchical responsibility and trust in pioneers, such as decreasing trust in pioneers, giving rise to a wrong impression. among pioneers. Moreover, subordinates are concerned with feelings. Physical health, mental health, work performance, and intentions to leave will all be affected by this.

Companies need to pay attention to employees so that productivity does not decrease by minimizing the occurrence of Turnover Intention. Several experts have stated such as Robbins & Judge in Handaru, Rahman and Paramita (2021) that an employee's intention to leave his or her own job is called turnover intention. However, this desire can be triggered by various organizational and non-organizational factors. The purpose of this Turnover Intention plan is so that employees can leave of their own accord for various reasons. Turnover Intention is emphasized as an important component that triggers a decrease in execution which is influenced by various factors. Additionally, Turnover Intention has emerged as a significant research topic for organizational and human resource development. The choice of representatives or the desire of workers to leave the association has always been an unavoidable issue for the Januartha & Adnyani association.

Organizations will suffer from high levels of Turnover Intention which results in instability and uncertainty in current workforce conditions as well as high HR management costs, including training costs incurred by employees to recruiting and retaining new employees (Fanzuri, Hasanah 2021). Meanwhile, according to Meria (2019), the phrase "the individual's desire to leave the organization and look for alternative work here" refers to the individual's desire to leave the organization and his thoughts about doing so. The high or low level of employee turnover in an association can have an impact on the high and low

costs of registration, selection and preparation that will be borne by the association. The goal of high Turnover Intention in an association is caused by representatives not feeling the satisfaction they need in the situation or where they work, but this feeling of disappointment is caused by several factors such as lack of compensation, feeling less appreciated in a task or lack of job testing (Abrar , Anwar and Wijaya in Hanifah 2014). 4 According to Permatasari & Laily (2021) an employee's determination to look for a new job in order to realize their previous goals is called "intention to transfer". One sign of employee Turnover Intention is a decline in productivity and performance levels. Punctuality, increased absences for various reasons, and lack of effort to make improvements are indicators of turnover intention.

The purpose of this replacement will have a negative impact on the organization because it will make the workforce unstable, reduce representative efficiency and subsequently affect the increase in the cost of human assets in the organization (Nasir, Hasan 2022). When employees carry out their duties and obligations they are vulnerable to stress. For this reason, employees must be required to be professional and always have quality in carrying out their duties. The higher the task demands on employees, the higher the work stress. Individuals' conceptualization of how they will react at work to environmental characteristics that employees will encounter, such as threats, is known as job stress. Employees who experience severe stress may fall ill or even quit their jobs (Dewi & Sriathi 2019). According to Hasna'ni & Setiani (2022) work pressure is a perceived result of an ecological condition that disturbs and results in an imbalance in a person's physical, mental or psychological condition which can affect a person's personal condition, such as disruption of thought patterns and feelings. Thus, a person's physical and psychological well-being can be disturbed by internal or external changes that cause stress.

Changes in attitude, decreased productivity, frequent absences from work, anxiety, smoking, and difficulty sleeping are signs of a bad attitude. According to Regi Rizkiyanti, (2019) "Stress is external demands on a person, for example objects in the environment or a stimulus that is objectively dangerous. Stress is also usually defined as pressure, tension or unpleasant disturbance that originates from outside a person." The work stress indicators used in this research are based on 5 opinions of G. Putu & Jana, (2018) taking into account (1) too much responsibility, (2) time pressure, (3) unequal nature of management, (4) job ambiguity, (5) unequal power and obligations, (6) struggles between groups and relationships, and (7) differences in representative organizations and assumptions. Some of the variables above such as job insecurity, turnover intention, work stress at Perum Perhutani can have a negative impact on the company, and can disrupt work activities resulting in a decrease in interpersonal levels. Apart from that, there are also several cases at Perum Perhutani, including: double jobs which are not actually part of their duties, interpersonal and group conflicts which are based on emotional influence, environmental conditions are not good due to compensation that is not balanced with the workload which results in stress. work, the transfer of employees from the center to subsidiaries which can affect

work discomfort. The deadline for processing reports is limited to 00.00 at the end of each month so that employees become less comfortable with this deadline, the volume of work at the end of the month piles up, causing work discomfort and the intention to look for a new job.

The object of this research was carried out in PT Sarana Pembangunan Pekanbaru (Trans Metro Pekanbaru), where there are several phenomena on the influence of job insecurity on turnover intention through work stress as a mediating variable. This is evidenced by phenomena such as: the deadline for processing reports is limited to 00.00 at the end of each month so that employees become less comfortable with the deadline, the volume of work at the end of the month piles up, the data sources for reports from various divisions are still in the work process so that work piles up at the end, limited HR and HR Competency, and the process of transfer and promotion in an organization. Every worker really must have comfort while working to maximize implementation to achieve the goals anticipated by the organization, therefore the company is also important to supervise and provide comfort to employees. Through the company's attention to high motivation, employees do not get bored and are not stressed when working. On the other hand, when companies are reluctant to pay attention to employees, the amount of pressure at work causes employees to look for new or better jobs in the work environment sector. Therefore, it is very important for companies to have special handling of employees by the company.

LITERATURE REVIEW

Turnover Intention

In accordance with Aburumman in Mon, Mulyadi (2021), the representative goal of Turnover Intention is the ability of workers to return home, which is a deliberate and mandatory separation, even though there is damage to work that causes going home, and that every type of worker turnover has an impact on the association. at a fluctuating and varying level, where turnover goals are framed when people feel their jobs do not meet their desires and assumptions. To address the problem of employee turnover, many researchers have in this way identified HR developments trained by the board that play an important role in retaining such representation. In Putu, Landradan and Dwi (2019), citing Suwandi and Indriantoro (2013), define Turnover Intention as "an individual's attitude which refers to the results of an evaluation regarding the continuity of his relationship with the organization where he works and has not yet been realized in the form of definite action." This definition is based on the definition provided by Suwandi and Indriantoro (2013).

According to Sobirin in Gunawan, (2020). One thing that influences employee Turnover Intention is leadership, job satisfaction, and organizational commitment. According to Muchinsky, 2001 in Ananto, (2016) the influencing factors are: job satisfaction, organizational commitment, trust in the organization, job insecurity, work motivation.

Job Insecurity

Job insecurity is characterized as a condition of weakness that arises because it jeopardizes one's job progress. According to Ashford, Lee and Bobko in Rasip, Kurniawan and Syahrina (2020), work weakness is a sensation of pressure, anxiety, stress, stress and vulnerability that is proportional to the nature and presence of the following position experienced by the representative. in Riana, Minasari and Piartini Akgunduz (2018) explains that job insecurity is a psychological condition of an employee which is characterized by a feeling of confusion or being in danger due to changes in conditions at work (perceived mortality). Job insecurity as explained by Abildgard (2018) is caused by the psychological state of employees which causes them to feel ambiguous, confused and insecure as a result of changes in environmental conditions. workplace that threatens their sense of belonging to the organization. Work weaknesses themselves have long-term and temporary impacts. In Handaru, Rahman and Paramita (2021), while Januartha & Adnyani (2019) stated that in the short term, job insecurity will have an impact on job satisfaction, work engagement, organizational commitment, and trust in leaders, such as decreased trust in this. misunderstandings in terms of opinions between leaders and subordinates, will have an impact on mental and physical health, work performance, and intentions to leave the company in the long term.

Job Stress

According to Cahya in Hasna'ni & Setiani (2022) work stress is the impact felt from environmental conditions that disturb and result in an imbalance in a person's physical and mental or psychological condition which can affect employee conditions such as disturbed thought processes and emotions. Meanwhile, according to Robbins in Azizaturrahma, Yunita, Prastika and Sanjaya (2020) "stress is the tension or emotional pressure experienced by someone who is facing enormous demands, obstacles and very important opportunities that affect a person's emotions, thoughts and physical condition." Then, according to Muchlas' opinion in Azizaturrahma, Yunita, Prastika and Sanjay (2020), "stress is an unwanted response or pressure and extraordinary types of demands placed on them."

According to Radmacher & Sheridan in Siswadi & Tupti (2021) there are three factors that cause work stress, namely those related to the environment, organization and individual. Meanwhile, according to Donsu in Sudaryanti, Christina (2021) states that the causes of stress at work are divided into two, namely: 1) Individual stressors or originating within the individual, including gender, age, marital status, length of service, and work environment. 2) Meanwhile, the second cause of stress is group stressors, including role problems, work conditions, interpersonal relationships, organizational structure and career development. Meanwhile, according to Irza in Sudaryanti, Christina (2021) states that high work stress can cause work activities to be disrupted, productivity decreases, performance decreases and triggers low job satisfaction, reduced passion and enthusiasm, hampered communication, inappropriate

decision making, creativity and innovation. reduced, as well as reducing work productivity.

Conceptual Framework

Based on the title of this research, namely the Effect of Job Insecurity on Turnover Intention through Job Stress as a Mediating Variable, the conceptual framework in this research can be seen in Figure 1 below:

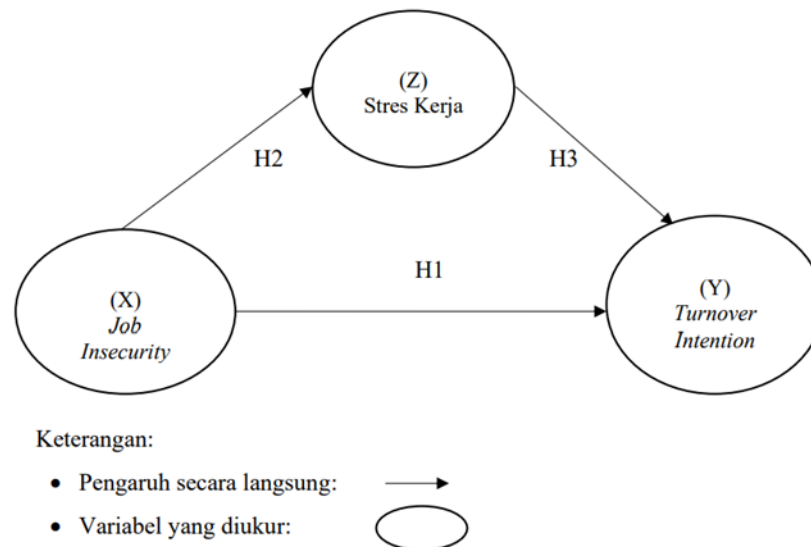


Figure 1. Conceptual Framework

The Relationship between the Effect of Job Insecurity on Turnover Intention

As shown by Fanzuri, Hasanah, (2021), work weaknesses influence Turnover Intention goals. Furthermore, as shown by research by Yuliani, Rosita and Hidayat, in Fatimah and Ratnasari & Lestari (2020), job insecurity has a positive and significant relationship with the intention to leave the company. This is due to the high desire of employees to leave the company. The level of job insecurity has the potential to influence the level of intention to leave the company.

H1: Job insecurity has no positive effect on Turnover Intention

The Relationship between the Effect of Job Insecurity on Job Stress

In research led by (Medysar et al., 2019), according to Saputri, Hidayati and Lestari (2020) the results also show that job insecurity (X) Job Insecurity (Z) Job Stress (Y) Turnover Intention 41 has a significant effect on job stress. . Apart from that, job insecurity has a significant and positive effect on work stress. Furthermore, according to Kurniadi in Saputri, Hidayati and Lestari (2020), work weaknesses completely affect work pressure.

H2: Job insecurity has a positive effect on work stress

The Relationship between the Effect of Job Stress on Turnover Intention

In research led by Arnanta and Utama in Fanzuri, Hasanah, (2021) who said that work pressure has a significant effect on Turnover Intention. S Furthermore, according to Kardiawan and Budiono (2018) Kardiawan and

Budiono in Fanzuri, Hasanah (2021) also stated in their research that work pressure has a significant effect on Turnover Intention goals. This means that the higher the work pressure can produce high Turnover Intention and vice versa the lower the pressure work can reduce representative Turnover Intention expectations.

H3: Job stress has a positive effect on Turnover Intention

METHODOLOGY

According to Singarimbun in Nurcahyo, Ali (2023), this kind of exploration uses quantitative techniques, more specifically "explanatory research." Because this research is explanatory, this research tests hypotheses to emphasize the relationship between variables. The description contains descriptions but the focus is on the relationship between factors. Demonstrate a causal relationship between autonomous factors (exogenous factors), especially the work weakness variable; The transition variable (mediating variable) is the work pressure variable and the dependent variable (endogenous variable) is the expected Turnover Intention. According to Sugiyono in Abidin (2019) Population is a broad category of objects or people with certain qualities and characteristics chosen by scientists to investigate and draw conclusions. The population in this study were representatives of the Finance, HR and General divisions at Perum Perhutani with a working population of 63 people. According to Sujarweni in Qonita, Puspitadewi (2016) Purposive sampling is a sample selection technique based on certain criteria and considerations. Saturated sampling technique with a total of 63 employees as samples was used for purposive sampling in this case.

RESEARCH RESULT AND DISCUSSION

Table 1. Characteristics of Respondents Based on Gender

No	Jenis Kelamin	Frekuensi	Persentase
1	Laki-Laki	43	68,25%
2	Perempuan	20	31,75%
	Total	63	100%

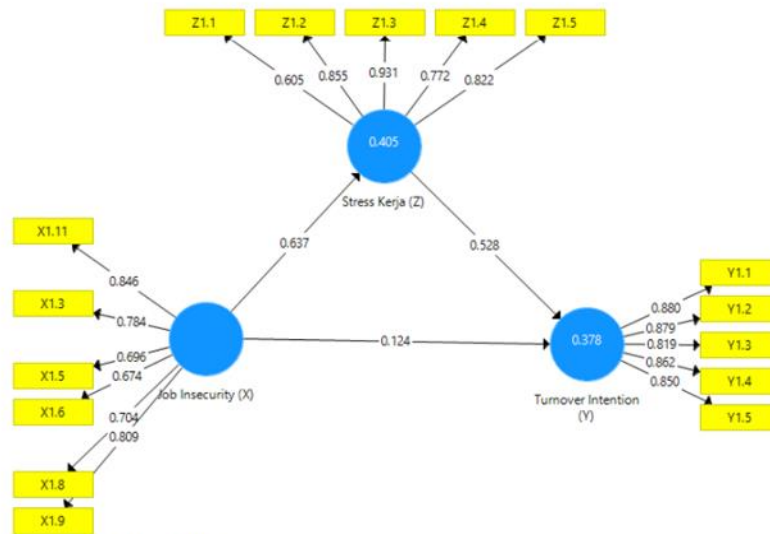
The research results showed that the majority of respondents were male, namely 43 men (68.25%) and 20 women (31.75%).

Table 2. Characteristics of Respondents Based on Age

No	Usia	Frekuensi	Presentase
1	20-30	3	4,76%
2	30-40	7	11,11%
3	40-50	16	25,39%
4	<50	37	59%
Total		63	100%

The results showed that the majority of respondents aged 20-30 years were 3 people (4.76%), aged 30-40 years were 7 people (11.11%), aged 40-50 years were 16 people (25.339%), and aged There were 37 people >50 years old (59%) and 37 people aged <50 years old (59%).

Skema Model Partial Least Square (PLS)



Sumber: Data diolah 2023

Figure 2, PLS (Outer Model) Measurement Model Path Diagram Test Results

Measurement Model (Outer Model)

Convergent Validity, Discriminant Validity and Composite Validity are three requirements to fulfill the outer loading assessment criteria using the Partial Least Square analysis method in order to be able to evaluate the outer model using the Partial Least Square value.

Convergent Validity

The Loading Factor value is used in PLS to determine convergent validity. The marker is considered good assuming the stacking factor is >0.7. However, in the initial stages of the examination, a value of >0.5 or >0.6 is

considered sufficient, so this exploration uses a value of >0.6 (Chin, 1995). The factor loading values for each research variable factor are as follows: Table 3.
 Convergent Validity

Loading Factor

Variabel	Item	<i>Factor Loading</i>	Keterangan
<i>Job Insecurity</i>	X1.3	0.784	Valid
	X1.5	0.696	Valid
	X1.6	0.674	Valid
	X1.8	0.704	Valid
	X1.9	0.809	Valid
	X1.11	0.846	Valid
<i>Turnover Intention</i>	Y1.1	0.880	Valid
	Y1.2	0.879	Valid
	Y1.3	0.819	Valid
	Y1.4	0.862	Valid
	Y1.5	0.850	Valid
Stres Kerja	Z1.1	0.605	Valid
	Z1.2	0.855	Valid
	Z1.3	0.931	Valid
	Z1.4	0.772	Valid
	Z1.5	0.822	Valid

Sumber: Data diolah, 2023

Discriminant Validity

The results of the discriminant legitimacy test utilize the Cross Loading value. If the correlation value of a variable is greater than the correlation between the indicator and other variables, then the existence of an indicator is said to fulfill discriminant validity. Here are the advantages of each marker:

Table 4. Discriminant Validity
Cross Loading

No	<i>Job Insecurity</i> (X1)	<i>Turnover</i> <i>Intention</i> (Y1)	Stres Kerja (Z1)
X1.3	0.784	0.441	0.474
X1.5	0.696	0.187	0.427
X1.6	0.674	0.238	0.447
X1.8	0.704	0.217	0.301
X1.9	0.809	0.383	0.466
X1.11	0.846	0.487	0.659
Y1.1	0.498	0.880	0.571
Y1.2	0.527	0.879	0.561
Y1.3	0.224	0.819	0.426
Y1.4	0.266	0.862	0.467
Y1.5	0.382	0.850	0.548
Z1.1	0.215	0.524	0.605
Z1.2	0.606	0.475	0.855
Z1.3	0.599	0.537	0.931
Z1.4	0.523	0.550	0.772
Z1.5	0.540	0.366	0.822

Sumber: Data diolah 2023

Based on table 4.7, it can be seen that each marker has the largest Cross Loading value on its variable compared to the Cross Loading value of other factors. Regarding the results obtained, it can be said that the clues in this exploration have great discriminant legitimacy value in collecting each variable. Decent value lies not only in discriminant legitimacy but also in normal variation extraction (AVE) where the value is considered good if >0.5.

Average Variance Extracted (AVE)

Table 5. Average Variance Extracted (AVE)

Average Variant Extracted (AVE)

Variabel	<i>Average Variant Extracted</i> (AVE)
<i>Job Insecurity</i> (X1)	0.570
<i>Turnover Intention</i> (Y1)	0.647
Stres Kerja (Z1)	0.641

Sumber: Data diolah, 2023

Based on table 5, it can be seen (Shrestha, 2021) If each variable has an AVE value of less than 0.5 and the composite reliability is greater than 0.6, then the construct still has adequate convergent validity.

Composite Realibity

To test the Reability value on variable indicators called Composite Reability. A variable can be said to meet Composite Reability if the value is > 0.6. The following shows the Composite Reability value for each variable in this research

Table 6. Composite Realibity

Composite Realibity

Variabel	<i>Composite Realibity</i>
<i>Job Insecurity (X1)</i>	0.888
<i>Turnover Intention (Y1)</i>	0.933
Stres Kerja (Z)	0.900

Sumber: Data diolah, 2023

Based on the introduced table, all factors have an unwavering combined quality value >0.6 so it can be assumed that all factors in this study have a high degree of interdependence.

Structural Model Testing (Inner Model)

In partial least squares, the dependent construct, which has path coefficients or t-values for each path, is evaluated using R2 to determine the significance of the structural model. The degree of variation in changes from the independent variable to the dependent variable can be measured using this R2 value. The higher the R2 value indicates the better the model's expectation model.

Table 7. Structural Model Testing (Inner Model)

Nilai R-Square

Variabel	<i>R-Square</i>
<i>Turnover Intention</i>	0.378
Stres Kerja	0.405

Sumber: Data diolah, 2023

Based on table 4.10, it can be seen that the R-Square of incentives for the work pressure variable is 0.405. This value means that the work pressure variable can be explained by the performance instability variable of 40.5%, then the excess of 59.5% is explained by other factors. The Turnover Intention variable has an R-Square of 0.378, which means that the Turnover Intention variable can be influenced by work weaknesses by 37.8% and the remaining 62.2% is influenced by various factors.

Godness To Fit Testing

The Godness To Fit structural model was tested with the predictive value of relevance (Q²) Q Square and the R value of 0.405 and 0.378 respectively for variables Z and Y. The significance value of the Q-Square prediction using this equation:

$$Q^2 = 1 - (1 - 0.405) (1 - 0.378)$$

$$Q^2 = 1 - (0.595) (0.622)$$

$$Q^2 = 1 - (0.595) (0.622)$$

$$Q^2 = 1 - (37009)$$

$$Q^2 = 0.629$$

$$Q^2 = 62,9\%$$

The results of the prescient accuracy were 0.629 or 62.9%. So the estimation results show a prescient importance value of 62.9%, which means there is a variety of information that can be interpreted by the model. Thus, the remaining 37.1% is caused by various factors.

Mediation Test

The following is a mediation test using the difference in coefficient and significance. Considering the consequences of inward testing of the model, this can be used as a rationale for determining the mediating variable of hierarchical responsibility. To determine the description of the factors, it is best to carry out a full intervention or an incomplete intervention, especially by separating the coefficient values using a bootstrapping strategy. The road coefficient is in the range - 1 to 1, if the lift is in the range 0 to 1 then it can be said to have a decent or positive relationship. However, if the lift is in the range 0 to - 1 then it is said to have a negative variable relationship. In T-Measurement, it is declared large assuming the value is >1.96 and is considered non-critical assuming <1.96. The hypothesis is accepted if the p-value is less than 0.05.

Table 8. Mediation Test

	<i>Original Sample (O)</i>	<i>Sample Mean (M)</i>	<i>standart Deviation</i>	<i>Statistics ((O/STDEV))</i>	<i>P Values</i>
X->Z	0,637	0,659	0,073	8,734	0,000
X->Y	0,124	0,139	0,153	0,813	0.416
Z->Y	0,528	0,528	0,152	3,471	0.001

Sumber: data diolah 2023

Referring to the table above, the direct impact of Job Insecurity (X) on Turnover Intention (Y) has a positive and very large value. There is a positive and significant value in the direct relationship between Job Stress (Z) and Job Insecurity (X). Then at that point the direct impact of work stress (Z) on Turnover Intention (Y) has a positive and very large value.

Hypothesis Testing Results

H1: Job Insecurity has no positive and significant effect on Turnover Intention

Intention The consequence of the main speculation test is that the Job Uncertainty variable towards the goal of Turnover Intention has a coefficient value of 0.124; t-statistic $0.813 < 1.96$; Moreover, the p value is $0.416 > 0.05$. This explains that Job Stress has an impact on Turnover Intention goals. Therefore the first hypothesis can be rejected. These findings support the continued impact of past exploration directed by (Azizah & Murniningsih, 2022), (Hallo & Dewi, 2022) and (Rangga & Hermiati, 2023). Based on the findings of this research, job insecurity has a positive effect on intention to quit.

H2: Job Insecurity has a positive and significant effect on work stress.

The consequence of the speculation test is that the Job Weakness variable on work pressure has a directional coefficient of 0.637; t-statistic $8.734 > 1.96$; also, p value $0.000 < 0.05$. This shows that work stress is influenced positively and significantly by job insecurity. Thus, further speculation is acknowledged. This finding is in accordance with the consequences of past exploration directed by Kurniadi in Medysar, Asj'ari and Samsiyah (2019) which stated that Job Uncertainty has a significant effect on work pressure. 66

H3: Job stress has a positive and significant effect on turnover intention.

The influence of the work stress variable on intention to leave has a path coefficient of 0.528 which is explained by the results of testing the third hypothesis; t-statistic $3.471 > 1.96$; and the p value is $0.001 < 0.05$. This shows that work stress has a significant influence on the intention to quit. As a result, the third speculation can be acknowledged. This finding was stated by previous experts Arnanta and Utama in Fanzuri, Hasanah, (2021) who said that work pressure influences Turnover Intention goals.

CONCLUSIONS AND RECOMMENDATIONS

Considering the consequences of the examination that has been carried out regarding the impact of work weaknesses on Turnover Intention expectations with work pressure as a media variable on representatives of PT Sarana Pembangunan Pekanbaru (Trans Metro Pekanbaru), it tends to be closed as follows:

1. The Job Insecurity variable has a positive but not positive impact on the Turnover Intention objectives of representatives of PT Sarana Pembangunan Pekanbaru (Trans Metro Pekanbaru). This shows that employees' intentions to leave their jobs are not influenced by Job Insecurity.
2. The Job Insecurity variable has a significant effect on Job Stress in representatives of PT Sarana Pembangunan Pekanbaru (Trans Metro Pekanbaru). This shows that the higher the work instability experienced by representatives, the higher the work pressure that occurs.

3. The work stress variable has a significant and positive influence on Turnover Intention to leave P PT Sarana Pembangunan Pekanbaru (Trans Metro Pekanbaru). This shows that the higher the work pressure experienced by representatives, the higher the Turnover Intention that occurs.

ADVANCED RESEARCH

This research still has limitations so it is necessary to carry out Advanced Research related to the topic "The Influence of Job Insecurity on Turnover Intention Through Employee Job Stress as a Mediation Variable at Pt Sarana Pembangunan Pekanbaru (Trans Metro Pekanbaru)" to perfect this research, as well as increase insight for readers.

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