THE INFLUENCE OF JOB STRESS, WORK ENVIRONMENT AND COMPENSATION ON TURNOVER INTENTION AT PT. CAHAYA BINTANG PLASTINDO LAMONGAN.

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ABSTRACT

Purpose: This research aims to analyze the influence of work stress, work environment and compensation on turnover intention at PT. Cahaya Bintang Plastindo Lamongan.

Design/methodology/approach: This type of research uses a quantitative approach and uses primary data. The population in the study were 48 employees of PT. Plastindo Lamongan Starlight. The sampling technique in this research uses saturated samples, namely a sampling technique that uses all members of the population as samples. Data collection through questionnaires. The analysis method used is the Statistical Product and Service Solution (SPSS) Version 21 method.

Findings: The results of this research show that: (1) Job stress partially has a positive effect on turnover intention (tcount > ttable) so, (2.372 > 1.678) with a significance of 0.022 < 0.05. (2) The work environment partially has a negative effect on turnover intention (tcount > ttable) so, (-2.369 > 1.678) with a significance of 0.022 < 0.05. (3) Partial compensation has no effect on employee performance (tcount < ttable) so, (-1.186 < 1.678) with a significance of 0.242 < 0.05. (4) Work stress, work environment and compensation together (simultaneously) influence turnover intention (Fcount > Ftable) so, (5.676 > 4.04) with a significance of 0.002 < 0.05.

Research limitations/implications: The limitations in this research are the basis for recommendations for future researchers to further develop variables that are influenced by turnover intention other than work stress, work environment and compensation, because there are still many factors that are not available in this research, apart from that this research was also conducted at one company and The sample obtained was only 48 employees so the results in this study did not cover a wide range.

Practical implications: Based on the research results of the three variables, namely work stress, work environment and compensation, both directly and indirectly, it turns out that they simultaneously influence turnover intention. Based on the research results, work stress has a significantly greater influence, thus the company is expected to be able to maintain conditions. work that can trigger stress for employees. To manage work stress among employees, the Company can provide a safe and comfortable work environment

Originality/value: The research conducted by the researcher stated that this research was the result of his own work and was the first time at PT. Cahaya Bintang Plastindo Lamongan with the title of the research studied, except for quotations from several summaries, all of which the researcher has explained the source.

Paper type: Research paper

Keyword: Job stress, work environment, compensation, turnover intention

I.   INTRODUCTION

The human resources contained in an organization or industry can be implemented according to needs so that individual or industry goals can be achieved. The achievement of organizational success is greatly influenced by employee performance in carrying out the work.

Employee Turnover Data at PT. Cahaya Bintang Plastindo Lamongan Year 2023

Month	Number of existing employees	Employees come in	Employee leaves	Total number of employees
January	61	4	3	62
February	62	29	8	83
March	83	2	5	80
April	80	-	9	71
Mey	71	57	18	110
June	110	27	59	78
July	78	14	52	48
Number of incoming and outgoing employees		**133**	**154**	

(Source: PT. Cahaya Bintang Plastindo Lamongan)

Based on the data above, many employees decide to leave the company because they are too stressed at work, the burden of information is too heavy, or because they keep up with current developments. The high level of work stress experienced by employees is one of the factors that influences employee turnover intention. Each employee has a different level of work stress, as do employees at PT. Cahaya Bintang Plastindo in Lamongan.

One of the factors that PT. Cahaya Bintang Plastindo Lamongan so that the performance of its employees is good is the work stress experienced by its employees. According to Robbins and Judge, (2018:429) state that work stress is a dynamic condition where an individual is faced with opportunities, demands or resources that are related to what the individual expects and whose results are seen as uncertain and important. There is often work stress experienced by employees at PT. Cahaya Bintang Plastindo Lamongan. Employees are required to be competitive and professional in carrying out their duties, which creates a lot of pressure which results in stress in carrying out their work according to Sari, (2019).

There are several factors within a company, how the company can manage the work environment within the company well and conducively when employees work in order to reduce the level of stress experienced by employees. In research conducted by Agustama and Giantari, (2020) work stress is an adjustment, which is mediated by individuals or psychological processes which are consequences originating from actions outside the environment. Work stress can be seen from the employee's performance, the role they obtain, the employee's interpersonal skills, and the career development they have achieved in the company. Stress in employees is usually caused by superiors who provide unclear and unfair instructions in distributing employee performance. If work stress on employees is not resolved immediately, it will have a negative impact on the company.

The work environment is also one of the determining factors for a company's success. An employee's work environment includes everything around the employee, both physical and non-physical. The work environment is the physical conditions around which employees work, such as the size of the work space, room light, wall color, cleanliness of the workplace and so on. Meanwhile, the non-physical work environment is an environment created by relationships between fellow employees, employees and supervisors and other interactions. According to Nur's research, (2022) work stress, work environment and compensation directly influence turnover intention.

Causes that can influence turnover intention are low wages or compensation and increased workload. The amount of compensation measures the value of the work itself, so compensation is very important for the work itself.

According to Bangun in Muslimin and Iristian, (2015:254) compensation is an important factor and is a concern for many organizations in retaining and attracting quality human resources. Compensation has the principle of being balanced, fair and equitable in order to create work harmonization that is conducive and productive for the company. Compensation that is in accordance with similar industry standards or in accordance with the desires and background of employees will make employees satisfied with their income and will not think about leaving the organization. Deviations in compensation will increase labor movement or turnover intention.

Turnover intention is basically the desire or intention to move employees from one workplace to another. The desire to move experienced by these employees was driven by the employee's desire to look for other alternative jobs but in the same field at another company, which the other company felt was more capable of providing job satisfaction or providing what the employees' hopes and goals were compared to the previous company (Hasbie et al., 2016).

II.   METHODOLOGY

This research is associative research, associative research is research that aims to determine the influence or relationship between two or more variables. This research analyzes three independent variables, namely: work stress (X1), work environment (X2), compensation (X3) and one dependent variable (dependent) turnover intention (Y). According to Robbin and Judge, (2016:429) work stress is a dynamic condition where an individual is faced with opportunities, demands, or resources related to what the individual expects, Robbin and Judge, (2016) state that work stress has several indicators, namely: physiological, psychological and behavioral. Sedarmayanti, (2017:26) also states that the work environment is a place for a number of groups where there are several supporting facilities to achieve company goals in accordance with the Company's vision and mission and also states that work environment indicators are divided into 2, namely the physical work environment and non-physical work environment where the physical work environment includes lighting, air circulation, security, air temperature in the workplace, noise, mechanical vibrations and decoration or layout while the non-physical work environment is the work relationship between superiors and subordinates, the relationship between fellow colleagues. According to Simamora, (2015:442) that compensation is financial rewards, services and benefits that employees receive as part of employment relations, Simamora, (2017:445) states that there are several things that can be used as indicators, namely: wages and salaries, incentives , benefits and facilities received by employees. Meanwhile, Mobley et, al., (2015) stated that the tendency or intention of employees to quit their jobs voluntarily or move from one workplace to another according to their own choice, there are several indicators

according to Mobley et, al., in Halimah, (2016) that can trigger quitting a company, namely: thinking about leaving, looking for alternative jobs and the intention to leave a company or organization.

The population in this study were employees of PT. Cahaya Bintang Plastindo Lamongan, totaling 48 employees, used a saturated sample and the type of data used in this research was primary data and researchers used Google Forms as a data collection medium which was distributed or distributed to respondents online.

The data collection technique in this research is an instrument test which consists of a validity test and a reliability test. In this research, the validity test is used to test the influence variables of Job Stress (X1), Work Environment (X2), Compensation (X3) and Turnover Intention (Y) by comparing the calculated r value with the table r value. If the calculated r value > is from the table r value and is positive then the validity test is declared valid, while the reliability test in this research is according to Guildford, (1956). With several reliability criteria, namely: <0.20 is included in very low reliability, 0.20-0.40 is included in low reliability, 0.41-0.70 is included in medium reliability, 0.71-0.90 is included in high reliability and 0.91-1.0 includes very high reliability.

The classic assumption test consists of a normality test, the normality test in this study uses a normal P-P plot of regression table with reference to the questionnaire items that are detected as normal in the table, the multicollinearity test is carried out to detect whether or not there are symptoms of multicollinearity in this study by paying attention to the numbers VIF and tolerance, while the heteroscedasticity test in this research was carried out by paying attention to the presence or absence of certain patterns on the graph plot.

Multiple linear regression is to predict the relationship between one dependent variable and three independent variables, the coefficient of determination is used to measure the extent of the model's ability to explain the dependent variables, hypothesis testing consisting of the t test (Partial) this test is carried out with the criteria of acceptance and rejection separately. partial while the F test (simultaneous) is a test carried out with acceptance and rejection criteria together (simultaneous).

III.   RESULTS AND DISCUSSION

The data instrument test consists of a validity test and a reliability test, below is a table of validity tests and reliability tests

Table 1:
Validity Test Results

No	Variable	R Count	R table	Information
1	Work stress (X1)			
	1	0,798	0,2845	VALID
	2	0,759	0,2845	VALID
	3	0,613	0,2845	VALID
2	Work environment (X2)			
	1	0,798	0,2845	VALID
	2	0,709	0,2845	VALID
	3	0,721	0,2845	VALID
	4	0,733	0,2845	VALID
	5	0,710	0,2845	VALID
	6	0,690	0,2845	VALID

	7	0,685	0,2845	VALID
	8	0,549	0,2845	VALID
	9	0,669	0,2845	VALID
3	Compensation (X3)			
	1	0,728	0,2845	VALID
	2	0,712	0,2845	VALID
	3	0,794	0,2845	VALID
	4	0,785	0,2845	VALID
	5	0,872	0,2845	VALID
	6	0,361	0,2845	VALID
	7	0,637	0,2845	VALID
	8	0,623	0,2845	VALID
4	Turnover Intention (Y)			
	1	0,883	0,2845	VALID
	2	0,914	0,2845	VALID
	3	0,524	0,2845	VALID

(Source: SPSS version 21 data processing.)

The correlation of each statement item has a calculated r-value greater than the r-table, so that based on the validity test it shows that all statement items on the variables of work stress, work environment, compensation and turnover intention are declared valid and can be used as research instruments.

Table 2:
Reliability Test Results

Variable	Cronbach Alpha	Information
Work stress (X1)	0,553	moderate reliability
Work environment (X2)	0,863	high reliability
Compensation (X3)	0,852	high reliability
Turnover Intention (Y)	0,691	moderate reliability

(Source: SPSS version 21 data processing.)

Based on the table above, it is known that the results of reliability testing of all indicators of the independent variable and dependent variable show reliability, so it is stated that all indicators are proven to be moderately reliable and high reliable.

The classical assumption test consists of the normality test, multicollinearity test and heteroscedasticity test. The following is a table of normality tests, multicollinearity tests and heteroscedasticity tests.

Table 3:
Normality Test Results
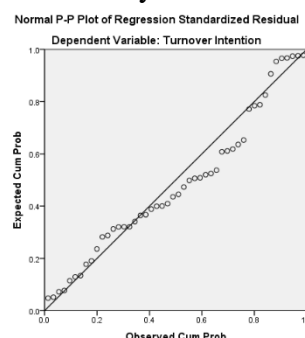
Based on the table above, this study is normally distributed, because the regression model used in

questionnaire items are around the normality threshold.

Table 4:

Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Stres Kerja	.961	1.041
Lingkungan Kerja	.685	1.461
Kompensasi	.706	1.417

Source: 2023 data processing

Based on the table above, the multicollinearity test from the data output results shows that the regression model used does not show symptoms of multicollinearity.

Table 5:

Heteroscedasticity Test Results
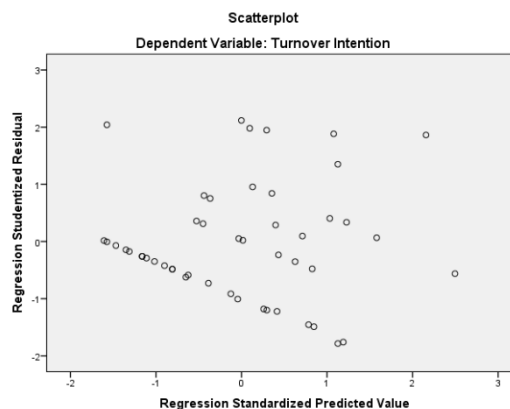
Based on the data table above, in this table the data is spread out and does not create a particular pattern, this means that in this study there was no heteroscedasticity found.

Multiple linear regression test analysis was carried out to determine the influence of work stress, work environment and compensation on turnover intention PT. Cahaya Bintang Plastindo Lamongan.

Table 6:

Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8.468	1.586		5.341	.000
Stres Kerja	.234	.099	.310	2.372	.022
Lingkungan Kerja	-.105	.044	-.367	-2.369	.022
Kompensasi	-.060	.050	-.181	-1.186	.242

Source: 2023 data processing

Regression analysis is used to determine the extent of the relationship between the independent variable and the dependent variable. Based on the SPSS output results, the value a = 8.468 can be obtained, while the value b_1= 0.234, the value b_2 = -0.105 and b_3 = -0.060. In this way, a multiple linear regression equation can be formed, namely Y = 8.468 + 0.234 X1 – 0.105 X2 – 0.060 X3 + e. This explains that work stress has a positive influence on turnover intention, the work environment has a negative influence on turnover intention and compensation has no influence on turnover intention.

The coefficient of determination value is 0.279. This means that the variables work stress (X1), work environment (X2) and compensation (X3) have an influence of 27.9% on turnover intention. The remainder is influenced by other variables not tested in this study, amounting to 72.1%.

Hypothesis testing consists of the t test (partial test) and the F test (simultaneous test), the following is a table of the t test (partial) and F test (simultaneous)

Table 7:

T test results (partial)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8.468	1.586		5.341	.000
Stres Kerja	.234	.099	.310	2.372	.022
Lingkungan Kerja	-.105	.044	-.367	-2.369	.022
Kompensasi	-.060	.050	-.181	-1.186	.242

Source: 2023 data processing

Based on the results of the t test using SPSS version 21, it is known that the work stress variable (X1) has a positive effect on turnover intention. This can be proven by the t-count value of 2.372 which is greater than the t-table of 1.678. The work environment (X2) has a negative effect on turnover intention. This can be proven by the t-count value of -2.369 which is greater than the t-table of 1.678. Meanwhile, compensation (X3) has no effect on turnover intention. This can be proven by the t-count value of -1.186, which is less than the t-table of 1.678. So it can be concluded that H1: Accepted, H2: Accepted and H3: Rejected

Table 8:

F Test Results (simultaneous)

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	70.536	3	23.512	5.676	.002[b]
Residual	182.277	44	4.143		
Total	252.813	47			

Source: 2023 data processing

Based on the table above, it can be seen that the significant value is 0.002, less than 0.05, so the variables of work stress, work environment and compensation have a joint (simultaneous) effect on turnover intention at PT. Plastindo Lamongan Starlight.

IV.   CONCLUSION

Based on the research results, it can be concluded that work stress influences turnover intention at PT. Cahaya Bintang Plastindo Lamongan, The work environment has a negative effect on turnover intention at PT. Plastindo Lamongan Starlight. And compensation has no effect on PT's turnover intention. Plastindo Lamongan Starlight.

The suggestions given by researchers in this study are: (1) For the company PT. Cahaya Bintang Plastindo Lamongan from the results of this research it can be seen that work stress has an effect on turnover intention at PT. Plastindo Lamongan Starlight. Therefore, company owners can create a comfortable work environment with workloads that are not excessive or beyond their responsibilities so that employees feel at home and do not leave the company. (2) For employees of PT. Cahaya Bintang Plastindo Lamongan is expected to further increase the sense of desire to try to complete work responsibilities optimally by using the work abilities they have in order to obtain maximum work results. (3) This research is general in nature, because it appears that there are many other factors that influence PT turnover intention. Cahaya Bintang Plastindo Lamongan, the author suggests that future researchers analyze the research more deeply by looking at the influence of various variables so that a complex analysis can be obtained by looking for other variables that influence turnover intention.

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