

## The Effect of Job Insecurity and Workload on Employee Turnover Intention Study of Bumdes in Jepara Village

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### Abstract

*This study aims to test and prove the influence of promotions and prices on the satisfaction of purchasing fashion products on Shopee. The population in this study is 524 students of the Faculty of Economics, Universitas teknokrat Indonesia, Management Study Program. This study used a sample of 83 respondents. The research method used is nonprobability sampling with purposive sampling technique. The results of the study showed that the relationship between the independent variable, namely promotion and price, to the independent variable, namely purchase satisfaction. From partial testing, the T test shows that promotion has a positive and significant effect on purchase satisfaction. And on the price variable, it is obtained by proving that price has a positive and significant effect on purchase satisfaction. It can be concluded that promotion and price variables have a positive and significant effect on purchase satisfaction. The Coefficient of Determination (R Square) of 0.535 purchase satisfaction can be explained by promotion and price of 53.5% while the other 46.5% can be explained by other factors that were not examined in this study.*

**Key word:** Job Insecurity; Turnover Intention; Workload

### INTRODUCTION

In management, the human factor is the most important. Humans create goals and humans also carry out the process to achieve goals. Without humans there is no work process, basically humans are working creatures (Hasibuan, 2020). Therefore, employees are one of the main management elements that are very important to achieve the goals of an organization. Organizations must be able to manage their employees well. If the organization cannot manage its employees well, then the employees will potentially leave the organization (Mobley, 2019). This phenomenon is called Employee Turnover.

Based on data from Gutmann in Lim (2019), the employee turnover rate in Indonesia is ranked 29th in the world and 9th in Asia Pacific, namely 122 million people. The results of the Mercer Survey (2021) show that companies in Southeast Asia (Indonesia, Malaysia, Thailand and the Philippines) find it increasingly difficult to attract and retain talent. Most respondents in Southeast Asia observed a higher employee turnover rate than in previous years. 55% of employees expressed dissatisfaction with their salaries, followed by 46% of employees who received better offers at other companies, and 43% felt their career paths were limited.

Hansen (2022) presents data related to the distribution of employee turnover based on industrial sector. In 2019-2021, entertainment and services were the industrial sectors with the highest employee turnover rates compared to other sectors. In 2019, the turnover rate in the entertainment and services sector was at 79%, followed by the construction sector at 65%, and professional and business services at 63%. In 2020, the turnover rate in the entertainment and services sector was at 130.5%, followed by the professional and business services sector at 69.2%, and construction at 63.3%. In 2021, the turnover rate in the entertainment and services sector was at 84.8%, followed by the professional and business services sector at 63%, and construction at 56.9%.

Saleem et al. (2021) revealed that the high rate of employee turnover in the service industry is caused by a number of challenges in the workplace, including low compensation, irregular working hours, working weekends and holidays, lack of training, and small career development opportunities. The Village-Owned Enterprise (BUMDes) of Jepara Village, Lampung Regency, Pringsewu consists of several business units, including Cafe Sawah Jepara, Guest House Café Sawah, Live In / Village

Tourism, and Souvenir Center. Unlike several other BUMDes that rely on cash injections from the village to run their businesses, BUMDes Jepara Village is actually the main source of income for the village.

The employee turnover rate at BUMDes Jepara Village in 2020 was 12.5%, and in 2021 it was 13.4%. Roseman in Wibowo et al. (2021) stated that employee turnover is said to be high if it reaches 10% or more (Mobley, 2011). Employee turnover intention is one of the risks that must be handled by an organization in handling the human resources it has. The phenomenon of employee turnover does not just appear, but begins with a tendency or an employee leaving his job in a company which is called employee turnover intention (Mobley, 2019). *Turnover intention* Employees are one of the risks that must be managed by an organization in handling its human resources. According to Judge (2019), when a company conducts recruitment, the company must be ready when the employee has the desire to leave the company.

There are several aspects that can lead to employee turnover intention. One of them is job insecurity. Feelings of insecurity in a job are a sign of anxiety about the future. This statement is also supported by Kekesi & Collins (2020) who state that uncertainty and lack of regulation of sustainability for the future are concepts of job insecurity. Job insecurity usually arises because of work such as contract employment status, outsourcing and a work environment determined by the company that employees feel uncomfortable and dissatisfied with in working.

Job insecurity has long-term and short-term effects on companies and employees (Januartha & Adnyani, 2019). Satisfaction, work engagement, company commitment and belief in leaders are short-term impacts. While long-term effects such as physical health, mental health, employee work performance. According to research by Yuliani et al. (2021) and Ratnasari & Lestari (2020) showed that job Insecurity has a positive and significant relationship with employee turnover intention because if the level of job insecurity in employees is high, it can affect the level of employee turnover intention. However, research conducted by Lompoliu et al. (2020) and Jung et al. (2021) showed different results where job insecurity did not have a direct effect on employee turnover intention.

Workload can also trigger employee turnover. If the workload given is very large and exceeds the limits of his ability, the employee will feel very burdened and ultimately cause work stress. In accordance with the results of the study by Kokoroko and Sanda (2019), it shows that workload has a positive and significant effect on employee turnover.

Based on the data and limitations of the research above, this study aims to test and analyze the influence of Job Insecurity, workload, on employee turnover intention at BUMDes Sumber Sejahtera. BUMDes Sumber Sejahtera is a Village-Owned Enterprise in Jepara, Malang Regency, so the author is interested in conducting a study entitled "The Effect Of Job Insecurity And Workload On Employee Turnover Intention Study Of Bumdes In Jepara Village".

## RESEARCH METHODS

In this study, we combine quantitative strategies with associative research strategies. Suliyanto (2019) stated that the purpose of associative research is to examine the relationship or influence between two or more variables. Meanwhile, Sugiyono (2019) stated that quantitative observation is defined as an observation method based on the philosophy of positivism, which is used to examine populations or samples, collect data using observation tools, and analyze statistical data to test predetermined hypotheses. The variables used in this study are the independent variables Job insecurity (X1) and Workload (X2), then the dependent variable in this study is Turnover intention (Y). Through this method, it is expected to find out how Job insecurity and Workload affect Turnover intention in the study employees of Jepara Village Bumdes.

## RESULTS AND DISCUSSION

### Results

The t-test is used to test whether an independent variable really has an effect on the dependent variable. The results of the partial hypothesis test (t-test) are as follows:

**Table 1. Partial Test Results (T Test)  
Coefficientsa**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,150	2,605		0.826	0.411
	Job insecurity	0.457	0.083	0.479	5,526	0,000
	Workload	0.468	0.102	0.397	4,579	0,000

Source: SPSS data processing results, 2024.

The calculated t result for the Job insecurity variable (X1) is 5.526 and the t table value is 1.663, so it can be concluded that  $t_{\text{calculated}} > t_{\text{table}}$  ( $5.526 > 1.663$ ) with a significance value of  $0.000 < 0.05$ .

Based on these results, it is concluded that the Job insecurity variable (X1) has a positive and significant effect on Turnover intention (Y) on employees of the Jepara village bumdes study and the conclusion Ha1 is accepted. The t-count result for the Workload variable is 4.579 and the t-table value is 1.663, so  $t_{\text{count}} > t_{\text{table}}$  ( $4.579 > 1.663$ ) with a significance value of  $0.000 < 0.05$ . Based on these results, it is concluded that Workload (X2) has a positive and significant effect on Turnover intention (Y) on employees of the Jepara village bumdes study and the conclusion Ha2 hypothesis is accepted.

**Table 4.2 Results of Simultaneous ANOVAa Test  
ANOVA**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	669,400	2	334,700	69,467	0.000b
	Residual	399,903	83	4,818		
	Total	1069,302	85			

Source: SPSS data processing results, 2024.

Looking at the table above shows that the F count value is 69.467 with a significance value of 0.000 while the F table value at  $\alpha = 5\%$  is 3.11, then the calculation results show that  $F_{\text{count}} > F_{\text{table}}$  ( $69.467 > 3.11$ ) and the significance value is  $0.000 < 0.05$  indicating that the variables Job insecurity and Workload simultaneously have a positive and significant influence on the Turnover intention of employees of the Jepara Village BUMdes study and the conclusion is that Ha3 is accepted.

## Discussion

Based on the results of the study on the job insecurity variable, the researcher found that most of the employees of the Jepara village bumdes study had a high level of job insecurity or feelings of anxiety in their current jobs. This can be seen from the positive answers that have been given by respondents to 9 statements that describe the job insecurity felt by employees. All of these statements are elaborations of the job insecurity variable indicators.

Based on the results of the descriptive analysis of the job insecurity variable (X1), the most influential indicator is the level of importance felt by the individual. This can be seen in the table. 4.9 The majority of nurses answered in agreement that employees are worried if their workplace reduces its workforce. When compared to other statements, this statement received the highest percentage of agreeing answers from all 86 respondents, which was 48.8% (42 respondents), and followed by respondents who answered strongly agree as many as 36.0% (31 respondents).

This can be interpreted that the employees of the Jepara Village BUMDes study have a high level of job insecurity, with the high level of job insecurity that occurs in employees, of course this will have a negative impact, both for employees in the form of employees not focusing on the work being done or at the hospital which leads to a high level of turnover in their employees.

## CONCLUSION

From the results of the research hypothesis testing, there is a positive and significant partial influence between job insecurity and workload on employee turnover intention at BUMDes Jepara Village. Simultaneous testing also shows that job insecurity and workload together have a positive and significant effect on employee turnover intention. Thus, H0 is rejected and H1 is accepted. This means that both job insecurity and workload individually and simultaneously affect employee turnover intention at BUMDes Jepara Village.

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