



INfluence Of Job Burnout And Organisational Commitment On Co-Operative Employees' Intention To Turn Over Employees Of The Independent Cooperative Binakarya

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Abstract: Companies with a high turnover intention rate are likely to experience lower profits, lower productivity and inefficiencies that affect the company's performance. Mandiri Bina Karya Cooperative is known to have a relatively high turnover intention rate of 19% in 2021. This study aims to analyse the effect of job burnout and organisational commitment on turnover intention among employees of Mandiri Binakarya Cooperative. This research was conducted on 99 employees selected using the minimum sample technique based on Slovin's formula. In this study, a questionnaire was used as the data collection instrument. Multiple linear regression analysis was used as the data analysis method. The results showed that job burnout has a positive and significant effect on turnover intention. This is indicated by the calculated t-value of 0.536 (positive sign) and the significance level of p-value which is $0.000 < 0.050$. In addition, organisational commitment also has a negative and significant effect on turnover intention with a calculated t-value of -0.215 (negative sign) and a significance level of $0.028 < 0.050$. At the same time, job burnout and organisational commitment have a positive and significant effect on turnover intention. This is confirmed by the results of the F-test, which shows a significance value of $0.000 < 0.050$. These findings indicate that the level of turnover intention among employees of Binakarya Mandiri Cooperative is influenced by the effect of job burnout and organisational commitment on turnover intention.

Keywords: Job Burnout, Organizational Commitment, Turnover Intention

INTRODUCTION

Research Background

Cooperatives are the pillars of the Indonesian economy, prioritising the principle of kinship and the welfare of all its members. The existence of cooperatives is important to the Indonesian people. This is due to the common principle of gotong royong embedded in cooperative values, which is why cooperatives are often referred to as the pillars of the Indonesian economy.

Law No. 17 of 2012 states that a cooperative is a legal entity established by individuals or cooperative legal entities with the separation of the assets of each member as capital to operate a business to meet common aspirations and needs in the economic, social and cultural fields in accordance with the values and principles of cooperatives regulated by law.

Research objectives

Based on the formulation of the problem, this research was conducted with the following objectives:

1. To test and analyse the effect of job burnout on turnover intention among employees of Mandiri Binakarya Cooperative.
2. To test and analyse the effect of organisational commitment on turnover intention in Mandiri Binakarya cooperative employees.
3. To test and analyse the effect of job burnout and organisational commitment on turnover intention in Mandiri Binakarya cooperative employees.

Research benefits

1. Theoretical benefits

The results of this study are expected to contribute to the development of science in the field of human resource management, especially in relation to employee turnover intention in a company or organisation. This research is expected to be used as a source of reading and reference for further research related to turnover intention and related issues.

2. Practical benefits

This research is expected to be a source of reference and material for management consideration to overcome the problem of high turnover intention in Mandiri Binakarya Cooperative. In addition, this research is expected to be a reference for many cooperatives and business units to make internal improvements to overcome the problem of employee turnover intention.

LITERACY REVIEW

Management

Follet (in Sulastrri, 2014) defines management as an art in managing an organisation with all efforts to achieve organizational goals and considers it as a work that must be completed. Follet considers a manager as an artist who performs artistic work in maximising organisational functions through effective and efficient management activities in achieving organisational goals.

Stoner (in Sulastrri, 2014) explains that management is a series of organisational planning processes, leadership and supervision of all organisational resources to achieve predetermined organisational goals. According to Stoner, the use of these resources must be as efficient as possible. Therefore, planning, directing and supervising the management of these resources must be done with full calculation so that the organisational goals can be achieved with the minimum possible resources.

Sisk (in Hanafi, 2015) suggests that management is an activity that coordinates all organisational resources through a set of activities that include planning, organising, directing and controlling processes in order to achieve the set organisational goals. According to Sisk, the success of managers is highly dependent on the application of management functions in the organisation. Organisations are considered to be ideally able to achieve their set goals when they are able to effectively and efficiently apply management functions, which include planning, organising, directing and controlling, within the context of the organisation.

Based on the above definitions, management can be defined as the activity of managing organisational resources which includes the process of planning, organising, directing and controlling organisational activities to achieve organisational objectives effectively and efficiently.

Human Resource Management

Ivancevich (in Hanafi, 2015) explains that human resource management is the activity of effectively and efficiently managing the human resources in the organisation so that the human resources in the organisation can be productive and fully satisfied at work. From this, it can be understood that human resource management focuses on managing human beings

as one of the resources in the organisation. Human resource management must promote the achievement of organisational goals, so people in the organisation must understand the organisational goals that have been set.

Dessler (in Sulastri, 2014) defines human resource management as the policies and practices carried out by individuals who have authority over the human aspects of the organisation. The policies and practices include recruitment, selection, training, compensation and performance appraisal. Dessler views human resources as an organisational asset that needs to be managed effectively and efficiently to support the achievement of organisational goals.

Theory of planned behaviour

The theory of planned behavior is a development of the theory of reasoned action proposed by Fishbein and Ajzen in 1975 (Seni & Ratnadi, 2017). This theory explains that an individual's attitude towards behaviour is an important point in predicting behaviour, but it is necessary to consider an individual's attitude when testing subjective norms and perceived behavioural control. This theory is able to predict behaviour and explain the process of forming individual intentions (Titiani & Rostiana, 2021). The theory of planned behaviour emphasises two aspects that form individual intentions, namely indirect beliefs and direct beliefs.

Job Burnout

Burnout is a psychological term that describes an individual's negative experience of situations that cause tension, pressure, stress and discomfort. Burnout is defined as negative behaviours and feelings that arise in employees in response to work due to prolonged exposure to various emotional stressors (Santi, et al. 2020). Burnout makes employees vulnerable to health and psychological dysfunction. Burnout can happen to anyone. People who are often exposed to something over a long period of time are more likely to experience burnout. In the context of human resource management, burnout can occur in employees due to high workloads that cause physical and psychological fatigue. This is known as job burnout.

Job burnout is a condition experienced by workers that is characterised by a decrease in work productivity due to psychological exhaustion as a response to the mismatch between the conditions and the environment with the employee's capabilities (Chairiza, et al., 2018). In addition, Davis and Jhon (in Oktariana & Hidayat, 2018) explain that job burnout is a situation where employees experience fatigue, boredom, depression and withdrawal from work, which causes employees to complain more easily, blame the surrounding environment, be temperamental and cynical about their work. On the other hand, Setiawan and Rocky (2018) define job burnout as a long-term reaction of employees to their inability to effectively cope with various job stressors.

Organisational Commitment

Organisational commitment is an employee's belief in accepting organisational goals and being able to survive in different organisational situations and conditions (Santi, et al. 2020). Employees who have organisational commitment usually have good attendance records, show loyalty and are able to work optimally. On the other hand, Johartono & Widuri (2013) explain that organizational commitment is the level of conditions that make employees side with the organisation, believing in its goals and wanting to maintain themselves in the organisation. Organizational commitment is the degree or level of employees in identifying themselves with the goals of the organization and having a strong desire to maintain themselves in the organization (Bitha & Ardana, 2017).

Turnover Intention

Turnover intention is a term used to describe the intention of employees who have the desire to leave their jobs. Turnover intention is a state in which employees have a conscious intention to leave their jobs and look for another job outside the organisation or in another

company (Susilo & Satriya, 2019). Nurhayati, et al. (2020) explain that turnover intention occurs when employees have thoughts about quitting work, looking for alternative jobs, or have the intention to leave work. In addition, turnover intention is also defined as an employee's conscious and deliberate desire to withdraw and leave the organisation they work for (Chairiza, et al. 2018).

METHODS

Type of research

This research uses quantitative research methods with an associative approach. Widiaworo (2019) defines quantitative research as a type of research that is systematic, planned and clearly structured from the beginning to the creation of a research design. According to Sugiyono (2014, in Arifin, 2018), associative quantitative research is research conducted with the intention of determining the causal relationship or influence between two or more variables and answering hypotheses. This type of research is in accordance with the formulation of the problem, research objectives and proposed hypotheses, namely to test and analyse the effect of job burnout and organisational commitment on turnover intention among employees of Mandiri Binakarya Cooperative.

Place and time of research

This study will test and analyse the effect of job burnout and organisational commitment on turnover intention among employees of Binakarya Mandiri Cooperative. Therefore, this research will be conducted at Binakarya Office Building Cooperative located at Jalan Raya Bukit Cinere No. 145 Depok, West Java. The selection of the research site is in accordance with the problem of high turnover intention in Mandiri Binakarya Cooperative. The research implementation time is presented in the following table (Table 3.1):

Table 3.1 Research Implementation Time

Stages	2021				
	August	September	October	November	December
Problem identification					
Literature Study					
Conceptual framework development					
Variable identification, hypothesis development, and research questions					
Research design development					
Data collection and quantification					
Data analysis					
Manuscript drafting					

Operational research variables

The operational research variables in this study refer to the theoretical basis, previous studies and expert opinions that put forward the concepts of turnover intention, job burnout and organisational commitment. The operational research variables table is presented as follows:

Table 3.2 Variable Definitions and Operations

No.	Variable	Operational Definition	Indicator
Independent Variable (X)			
1	<i>Job Burnout (X1)</i>	<i>Job burnout as an employee's long-term response to their inability to effectively cope with various job stressors (Setiawan & Rocky, 2018).</i>	<ul style="list-style-type: none"> a. Emotional exhaustion due to high physical demands; b. Emotional exhaustion due to high psychological demands; c. Stress due to task demands; d. Stress due to job demands e. Decreased performance due to unfulfilled expectations; f. Decreased performance due to unmet responsibilities. (Maslach, et al in Setiawan & Rocky, 2018)
2	Organizational Commitment (X2)	Organisational commitment is defined as the process of identification of employees with the values, rules and goals of the organisation with the values they believe in (Hartati, 2020).	<ul style="list-style-type: none"> a. Affective commitment b. Continuance Commitment c. Normative commitment (Allen and Mayer in Hartati, 2020)
Dependent Variable (Y)			
3	<i>Turnover Intention (Y)</i>	<i>Turnover intention is the intention that arises in employees to consciously and voluntarily leave their job or move from their current job to another job (Halimah, et al. 2016).</i>	<ul style="list-style-type: none"> a. Absenteeism increased; b. Starting to get lazy at work; c. Increase in violations of work rules; d. Increased protests against supervisors; e. Positive behaviour that differs from the norm. (Hartono, 2002 dalam Halimah, dkk. 2016)

Population and sample

The population of this study was all the employees of Binakarya Mandiri Cooperative, so the sample of this study was part of the employees of Binakarya Mandiri Cooperative. According to Sugiyono (2017), the sample is part of the number and characteristics of the population. In this study, the minimum sampling (Susanti et al., 2019) was conducted using the Slovin method with a margin of error of 5%. This gives the following calculation:

$$n = \frac{N}{1 + Ne^2}$$

Notes:

n = sample size

N = total population

e = Standard error (5%)

The number of employees of Binakarya Mandiri Cooperative is as follows:

Table 3.3 Number of employees of Binakarya Mandiri Cooperative

Year	Length of service	Number of employees	Percentage	
2020	0-3 Years	31	26.4957	27%
	3-6 Years	59	50,42735	50%
	> 6 Years	27	23,076	23%
	Total number of employees	117	100	100%

Source: Binakarya Mandiri Cooperative

From Table 3.2, we know that the number of population members is 117 people. The number of proportional samples for the population is calculated as follows:

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{117}{1 + 117 (0,05)^2}$$

$$n = \frac{117}{1,29}$$

$$n = 90,52$$

$$n \approx 91 \text{ people}$$

So the minimum sample size in this study was 91 people. The sample size used was 99 people.

Data collection technique

The data collected as reference material in the writing of this proposal was obtained by means of

Field research

Field research aims to collect data and search for data about the research object obtained from the agency. In this study, the researchers will use the company profile of Binakarya Mandiri Cooperative. The company profile provides an overview of the general information of Binakarya Mandiri Cooperative.

Questionnaire

One of the data collection techniques was conducted by distributing questionnaires/scales to all employees of Binakarya Mandiri Cooperative. Azwar (2016) revealed that the scale is a data collection tool that uses a series of questions / statements that reveal the indicators of the attributes to be measured. The research scale prepared is a turnover intention scale, job burnout scale and organisational commitment scale.

This scale is constructed using a Likert scale consisting of four statement responses as follows Strongly Agree (SS), Agree (S), Disagree (TS) and Strongly Disagree (STS). The neutral response category is omitted in order to reduce the number of responses in the

middle category, i.e. the tendency of the respondent to choose the middle response, which has the effect of reducing the validity of the item. Likert scales generally contain two types of items, namely favourable items (which support attribute indicators) and unfavourable items (which do not support attribute indicators).

Data analysis technique

This research is a quantitative research, so the method used is a quantitative analysis method. Quantitative data analysis method is a data analysis method that uses numerical calculations that are used to make a decision in solving problems and the data obtained is analysed using theories that are generally accepted (Fadhilah, 2018). The analysis tools used in this study are: 1) multiple regression analysis and 2) hypothesis analysis. Hypothesis Analysis.

The data obtained requires testing in order to produce relevant data. The classic assumption test is needed to produce a good research model. This aims to reduce the possibility of deviations in the data obtained. Classic hypothesis testing includes normality testing, multicollinearity testing and heteroscedasticity testing.

Descriptive statistical test

Descriptive statistical tests are needed to see an overview of the data obtained from the results of the data collection that has been done previously. Descriptive statistics contain a range of information including the number of samples (N), total value (sum), average value (mean), minimum value, maximum value and range of the resulting data. Describing the data makes it easier for researchers and readers to know the distribution of the data in a study in a more detailed and clear way.

Data quality test

1. Validity test The validity test measures whether or not the created scale is valid (Lestari, 2015). The validity test will be carried out using the product moment correlation technique (Pearson's correlation). In this study, the validity test will be carried out by looking at the corrected total correlation value of the items using SPSS for windows software. The validity of the items will be determined using the r-table boundary with a significance of 0.050. An item is said to be valid if it has a significance value < 0.050 . If the correlation value of the item is greater than 0.050, the item is declared invalid.

2. Reliability test The reliability test aims to measure the suitability of the aitem with the indicators of the attributes to be measured. Reliable items are those that have consistency in responses over time (Lestari, 2015). Reliability is expressed as a correlation coefficient between 0 and 1. The reliability of the item is determined based on the Cronbach's alpha value using SPSS for windows software. An item is considered reliable if the Cronbach's alpha value is > 0.6 , otherwise if the Cronbach's alpha value is < 0.6 , it means that the item is not feasible / not reliable.

Classical assumption test

1. Normality test

To determine the normality of the data obtained, a normality test is needed to determine whether the data obtained are normally or abnormally distributed. In multiple linear regression analysis, data on variables X1, X2, X3 and variable Y must be normally distributed for the data to be used. The normality test in this study uses the Kolmogorov-Smirnov parameters: if the Kolmogorov-Smirnov significance value is < 0.050 , then the data are declared not to be normally distributed. On the other hand, if the Kolmogorov-Smirnov significance value is > 0.050 , then the data are normally distributed.

2. Multicollinearity test

The multicollinearity test aims to determine the correlation between independent variables. The relationship between independent variables will affect the quality of the research regression model. A good regression model should be free of multicollinearity or there should be no correlation between the independent variables. The multicollinearity test can be seen from: the tolerance value and its opposite, and the variance inflation factor (VIF). If the tolerance value is greater than 0.1 or the VIF value is less than 10, it can be concluded that there is no multicollinearity in the data to be processed.

3. The heteroscedasticity test

aims to test whether in the regression model there is an inequality in the variance of the residuals from one observation to another. If the variance of the residuals of an observation is constant, it is called homoscedasticity, and if it is different, it is called heteroscedasticity. A good regression model is one with homoscedasticity or without heteroscedasticity. The way to detect the presence or absence of heteroscedasticity is to look at the plot between the predicted value of the dependent variable, ZPRED, and its residual, SRESID. The presence or absence of heteroscedasticity can be detected by looking at the presence or absence of a certain pattern on the scatterplot graph between SRESID and ZPRED, where the Y-axis is the predicted and the X-axis is the residual (Y predicted - actual) that has been standardised.

Hypothesis analysis

1. Coefficient of determination (R²)

This coefficient of determination is used to determine the percentage of influence of the independent variable on the dependent variable, by squaring the coefficient found. When used, this coefficient of determination is expressed as a percentage (%). In order to find out the extent of the contribution or the percentage of influence of taxpayer awareness, tax services and taxpayer compliance, the coefficient of determination test can be used.

The coefficient of determination ranges between zero and one. This means that if $R^2 = 0$, it indicates that there is no influence between the independent variables on the dependent variable, if R^2 is closer to one, it shows the stronger the influence of the variables between the independent variables on the dependent variable and if R^2 is getting smaller towards zero, it can be concluded that the smaller the influence of the independent variable on the dependent variable.

2. Simultaneous significance test (F-test)

The F-test shows whether all the independent or dependent variables included in the model have a joint effect on the dependent variable. For the test, the value of the capital structure (p-value) included in the Anova table of the F-value from the output of the SPSS program is used, where if the p-value is < 0.05 , then the independent variables have a joint influence at a significant level of 5%.

- a. Form of test
 - H₀: $b_1, b_2, b_3 = 0$, which means that there is a significant influence between the independent variable (X) and the dependent variable (Y).
 - H₀: $b_1, b_2, b_3 \neq 0$, which means that there is no significant influence between the independent variable (X) and the dependent variable (Y).
- b. Decision criteria
 - H₀ is accepted if $F_{count} < F_{table}$
 - H₀ is rejected if $F_{count} > F_{table}$
3. Single parameter test (t-test)
 - The t-test is used to test whether or not the independent variable (X) individually has a significant effect on the dependent variable (Y).
 - a. Form of test
 - H₀: $b_1, b_2, b_3 = 0$, i.e. there is no significant influence between the independent variable (X) and the dependent variable (Y).
 - H₀: $b_1, b_2, b_3 \neq 0$, which means that there is a significant influence between the independent variable (X) and the dependent variable (Y).
 - b. Decision criteria
 - H₀ is accepted if: $t_{count} < t_{table}$, at $\alpha = 5\%$, $df = n-k$
 - H₀ is rejected if: $t_{count} > t_{table}$

RESEARCH FINDINGS AND DISCUSSION

Overview of research topics

Profile of Binakarya Mandiri Cooperative

Binakarya Mandiri Cooperative is one of the modern cooperatives in Depok City, West Java. Mandiri Binakarya Cooperative originated from the name of the employees' cooperative of PT PLN (Persero) Telecommunication Control Unit, which was established in 1997. The naming of Mandiri Binakarya Cooperative was initiated in 2007 with the aim of future business development. To this end, subsidiaries such as PT Karyadata Komunika (PLN 123 Contact Centre Labour Service Company) and PT SIMTELS (Fibre Optic Telecommunication Construction Company) were established. Koperasi Mandiri Binakarya always competes with other business entities by upholding the principles and objectives of cooperatives, which are common business entities based on family values.

Vision of Mandiri Binakarya Cooperative

Mandiri Binakarya Cooperative upholds a cooperative vision that serves as an organisational guideline as follows:

1. To be a modern and leading cooperative in trade and services, job creation and other national businesses;
2. To maximise value for the benefit of members and create an ideal and dynamic working environment. Misi Koperasi Mandiri Binakarya

In order to realise the organisation's vision, a mission statement is prepared as a guide to achieving the organisation's goals:

1. To provide the best service in the field of business and services;
2. To build high performance towards a competitive company;
3. Contribute to the state in the development of the national economy.

Organisational structure of Binakarya Mandiri Cooperative

The organisational structure of Binakarya Mandiri Co-operative is as follows:

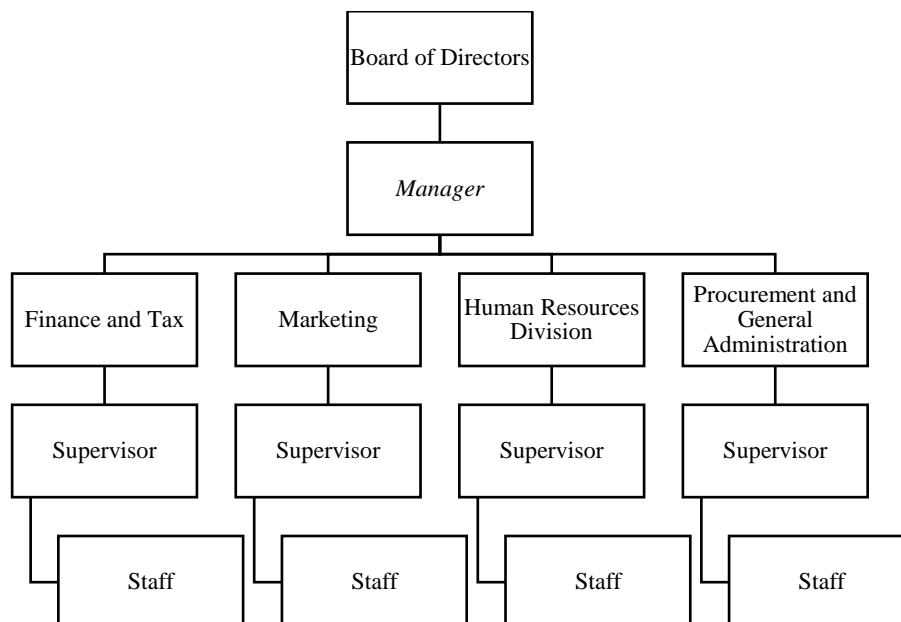


Figure 4.1 Organisational structure of the Binakarya Mandiri Cooperative

Source: Koperasi Mandiri Binakarya (2021)

Philosophy of Binakarya Mandiri Cooperative

Philosophy is a person's outlook on life. The philosophy of Mandiri Binakarya Cooperative is as follows: "We speak and act based on analysis so that our cooperative can develop and progress thanks to integrity and always strive for better results".

Mandiri Binakarya Cooperative Services

Mandiri Binakarya Cooperative provides a variety of cooperative services that support the economic activities of its members and the surrounding community. The services available at Mandiri Binakarya Co-operative are as follows:

1. IT and Telecommunications; this service includes the provision of information technology goods and products;
2. General Merchandising; this service provides procurement and auction of goods and sells office supplies/ATK;
3. Services; this service is intended for service and maintenance facilities, which can be carried out by means of temporary contracts on a case-by-case basis or on an ongoing basis;
4. Rental/leasing services; this service supports rental services related to IT products, telecommunications and other general goods such as photocopiers, cars, etc.
5. Manpower; this service provides manpower recruitment services required according to client/partner requirements and qualifications.
6. Interior Design and Office Furniture; this service provides office equipment needs in the form of furniture and interior design.

Departments of Binakarya Mandiri Cooperative

There are five main departments in Binakarya Mandiri Cooperative, including

1. Human Resources; The Human Resources (HR) department is an important department in any organisation, whether it is an institution or a company. The HR department focuses on managing the workforce to support the development and achievement of the company's goals;
2. Finance; the finance department is concerned with the management of funds, the capital structure of the company and the organisation of accounting activities within a company. The finance department is responsible for assessing, analysing and allocating financial resources.

3. Marketing; The marketing department is responsible for the sales process, which includes creating, communicating, delivering and exchanging value for the company. Good marketing must be able to fulfil people's lives so that people feel like buying related products.
4. Procurement; The procurement department is responsible for managing the demand and supply of goods and services owned by the company. The procurement of goods greatly affects the operation and process of the flow of goods. Therefore, the existence of a procurement department is important for the operation of the organisation.
5. Vehicle; This department is responsible for the project of official vehicles and drivers for customer needs.

Research Results

Validity test

The validity test was carried out using the product moment correlation technique (Pearson's correlation). The validity of an item is determined using the r-table cut-off with a significance of 0.050. An item is said to be valid if it has a significance value < 0.050 . If the item correlation value is greater than 0.050, the item is declared invalid or null. The results of the validity test are presented as follows:

Table 4.11 Job Burnout Variable Validity Test

No	Research Scale Indicator	Validity Value	95% Significance	Description
Skala Job Burnout				
1	X1.1	0,704	0,000	Valid
2	X1.2	0,720	0,000	Valid
3	X1.3	0,707	0,000	Valid
4	X1.4	0,771	0,000	Valid
5	X1.5	0,707	0,000	Valid
6	X1.6	0,753	0,000	Valid
7	X1.7	0,743	0,000	Valid
8	X1.8	0,713	0,000	Valid
9	X1.9	0,793	0,000	Valid
10	X1.10	0,785	0,000	Valid
11	X1.11	0,581	0,000	Valid
12	X1.12	0,717	0,000	Valid
13	X1.13	0,728	0,000	Valid
14	X1.14	0,720	0,000	Valid
15	X1.15	0,797	0,000	Valid
16	X1.16	0,711	0,000	Valid
17	X1.17	0,642	0,000	Valid
18	X1.18	0,698	0,000	Valid

Source: Primary data processed with SPSS, 2021

Based on the results of the validity test for the job burnout variable, it is known that all indicators have passed the validity test, where all indicators have a significance value of $0.000 < 0.050$. This means that all indicators in the job burnout variable can be said to be valid as research indicators and can be used to measure the measurement attributes of the job burnout variable. Furthermore, the results of the validity test for the organisational commitment variable are presented as follows:

Table 4.12 Validity Test of Organisational Commitment Variable

No	Research Scale Indicator	Validity Value	95% Significance	Description
Skala Komitmen Organisasi				
1	X2.1	0,833	0,000	Valid
2	X2.2	0,744	0,000	Valid

No	Research Scale Indicator	Validity Value	95% Significance	Description
3	X2.3	0,750	0,000	Valid
4	X2.4	0,781	0,000	Valid
5	X2.5	0,723	0,000	Valid
6	X2.6	0,673	0,000	Valid
7	X2.7	0,796	0,000	Valid
8	X2.8	0,811	0,000	Valid
9	X2.9	0,708	0,000	Valid

Source: Primary data processed with SPSS, 2021

Based on Table 4.12, it can be seen that all indicators in the organisational commitment variable have passed the validity test, where all indicators have a significance value of 0.000 < 0.050. This means that all indicators in the organisational commitment variable can be said to be valid as research indicators and can be used to measure the measurement attributes in the organisational commitment variable. In addition, the results of the validity test for the turnover intention variable are presented as follows:

Table 4.13 Turnover Intention Variable Validity Test

No	Research Scale Indicator	Validity Value	95% Significance	Description
Skala Turnover Intention				
1	Y1	0,665	0,000	Valid
2	Y2	0,574	0,000	Valid
3	Y3	0,665	0,000	Valid
4	Y4	0,780	0,000	Valid
5	Y5	0,659	0,000	Valid
6	Y6	0,699	0,000	Valid
7	Y7	0,649	0,000	Valid
8	Y8	0,679	0,000	Valid
9	Y9	0,635	0,000	Valid
10	Y10	0,761	0,000	Valid
11	Y11	0,745	0,000	Valid
12	Y12	0,730	0,000	Valid
13	Y13	0,744	0,000	Valid
14	Y14	0,576	0,000	Valid
15	Y15	0,705	0,000	Valid

Source: Primary data processed with SPSS, 2021

The results of the validity test for the turnover intention variable show that all indicators passed the validity test, where all indicators have a significance value of 0.000 < 0.050.

This means that all indicators in the turnover intention variable can be said to be valid as research indicators and can be used to measure the measurement attributes of the turnover intention variable.

Reliability test

The reliability test is based on the Cronbach's alpha value using SPSS for windows software. An item is considered reliable if the Cronbach's alpha value is > 0.6, otherwise if the Cronbach's alpha value < 0.6, it means that the item is not feasible/not reliable (Ghazali, 2017). The reliability test results for the variables of job burnout, organisational commitment and turnover intention are as follows:

Table 4.14 Cronbach's Alpha Reliability Validity Test

Instrument	Cronbach's Alpha	N of Items	Conclusion
Job Burnout Scale	0,919	10	Reliable
Organisational Commitment Scale	0,905	10	Reliable
Turnover Intention Scale	0,953	9	Reliable

Source: Primary data processed with SPSS, 2021

Based on the reliability test results above, it can be seen that all indicators meet the decision rules, where the Cronbach's alpha reliability value is > 0.6 . This shows that each indicator in this research scale is able to accurately measure the attributes to be measured according to the measurement objectives.

Normality test

The normality test is a prerequisite test in the regression model. A good regression model is a normally distributed model, so the normality test must be performed to ensure that the data used is normally distributed or not. The normality test in this study uses the Kolmogorov-Smirnov parameter: if the Kolmogorov-Smirnov significance value is < 0.050 , then the data is declared not to be normally distributed. On the other hand, if the Kolmogorov-Smirnov significance value is > 0.050 , then the data are normally distributed. The results of the normality test for the variables job burnout, organisational commitment and turnover intention are as follows:

Table 4.15 Normality Test

	Kolmogorov-Smirnov ^a			Conclusion
	Statistic	df	Sig.	
Turnover Intentions	.075	99	.197	Normally Distributed
Job Burnout	.084	99	.083	Normally Distributed
Organisational Commitment	.061	99	.200	Normally Distributed

a. Lilliefors Significance Correction

Source: Primary data processed with SPSS, 2021

Table 4.15 shows that the Kolmogorov-Smirnov significance value for the variables job burnout, organisational commitment and turnover intention is > 0.050 . This means that all variable data in this study can be said to be normally distributed.

Multicollinearity test

The multicollinearity test aims to determine the correlation between independent variables. The multicollinearity test can be seen from: the tolerance value and its opposite, and the variance inflation factor (VIF). If the tolerance value is greater than 0.1 or the VIF value is less than 10, it can be concluded that there is no multicollinearity in the data to be processed. The results of the multicollinearity test are presented as follows:

Table 4.15 Multicollinearity Test

Model	Collinearity Statistics		Conclusion
	Tolerance	VIF	
1 (Constant)			
Job Burnout	.543	1.842	No multicollinearity
Organisational Commitment	.543	1.842	No multicollinearity

a. Dependent Variable: Turnover Intentions

Source: Primary data processed with SPSS, 2021

Based on the results of the multicollinearity test, the variables job burnout and organisational commitment have a tolerance value > 0.1 and a VIF value < 10 . The job burnout variable has a tolerance value of $0.543 > 0.100$ and a VIF value of $1.842 < 10$.

This shows that the job burnout variable can be declared free of multicollinearity. Meanwhile, the variable organisational commitment has a tolerance value of $0.543 > 0.100$ and a VIF value of $1.842 < 10$. It can therefore be concluded that the organisational commitment variable is also free of multicollinearity.

Heteroscedasticity test

The heteroscedasticity test aims to test whether in the regression model there is an inequality in the variance of the residuals from one observation to another. If the variance of the residuals of an observation is constant, it is called homoscedasticity, and if it is different, it is called heteroscedasticity. The presence or absence of heteroscedasticity can be detected by looking at the presence or absence of a certain pattern on the scatterplot graph between SRESID and ZPRED, where the Y-axis is the predicted and the X-axis is the residual (Y predicted - actual) that has been standardised. The scatterplot is presented as follows:

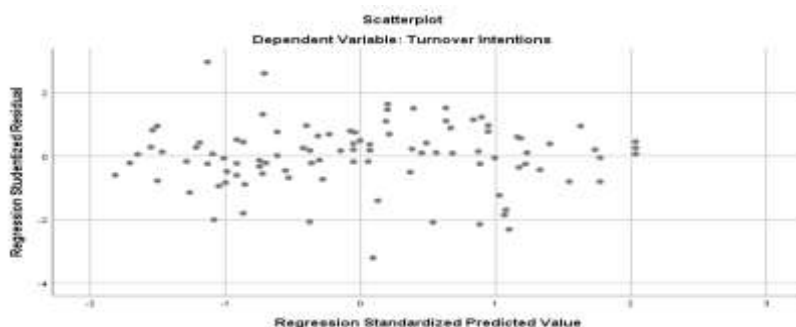


Figure 4.1 Scatterplot Graph

Source: Primary data processed by SPSS, 2021

Based on the Scatterplot graph, it can be seen that the data distribution looks spread out and not centred on one point. This shows that there is no clear pattern, such as dots spreading above and below the number 0 on the Y axis. Thus, it can be concluded that the data obtained is free from heteroscedasticity and is declared homogeneous data.

Coefficient of determination test

This coefficient of determination is used to determine the percentage influence of the independent variable on the dependent variable, by squaring the coefficient found. When used, this coefficient of determination is expressed as a percentage (%). The test of the coefficient of determination is carried out by looking at the value of the adjusted R square multiplied by 100%. The value obtained is the magnitude of the contribution of all the independent variables to the dependent variable. The results of the coefficient of determination test are presented as follows:

Table 4.16 Test Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.858 ^a	.736	.730	5.417
a. Predictors: (Constant), Job Burnout, Organisational Commitment				

Source: Primary data processed with SPSS, 2021

Based on the adjusted R-squared value, the contribution of all independent variables to the dependent variable is 0.730 or 73%. This means that the effect of job burnout and organisational commitment on turnover intentions is 73%, while 27% is influenced by other variables outside the research model.

Simultaneous Significance Test

The results of the simultaneous significance test can be seen from the value of the capital structure (p-value) contained in the Anova table F-value from the output of the SPSS application programme, where if the p-value < 0.05 then all independent variables simultaneously have a joint influence at a significant level of 95%. The decision rule for the simultaneous significance test is that if the significance value in the F-test is < 0.050 ,



then job burnout and organisational commitment simultaneously have a significant influence on turnover intention. On the other hand, if the significance value in the F-test is > 0.050 , then both job burnout and organisational commitment have no significant influence on turnover intention. The table of simultaneous significance test results is presented as follows:

Table 4.17 Simultaneous Significance Test

Model		Sum of Squares	df	Mean Square	F	Sig.	Conclusion
1	Regression	7841.649	2	3920.824	133.639	.000 ^b	H3 acceptance
	Residual	2816.533	96	29.339			
	Total	10658.182	98				
a. Dependent Variable: Turnover Intentions							
b. Predictors: (Constant), Job Burnout, Organisational Commitment							

Source: Primary data processed with SPSS, 2021

Based on the results of the simultaneous significance test, we can see that the significance value in the F-test is 0.000. This value meets the decision rules, which require a significance value of < 0.050 . Therefore, both job burnout and organizational commitment have a positive and significant effect on turnover intention. Hypothesis 3 (H3), which states that job burnout and organisational commitment simultaneously have a positive and significant effect on turnover intention, is therefore accepted.

Individual Parameter Test

The single parameter test (t-test) shows the significance of the effect of each independent variable on the dependent variable. The individual parameter results are used to answer the previously proposed research hypothesis. The results of the One-Way Test are obtained by looking at the significance value of the t-value in the table. The decision rule in the individual parameter test is that if a variable has a significance t-value < 0.050 , then the independent variable is said to have a significant effect on the dependent variable. On the other hand, if a variable has a significance t-value > 0.050 , the independent variable is declared to have no effect on the dependent variable. The results of each parameter test are presented as follows:

Table 4.18 Individual Parameter Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Conclusion
		B	Std. Error	Beta			
1	(Constant)	6.644	2.974		2.234	.028	H1 acceptance
	Job Burnout	.536	.051	.742	10.425	.000	
	Organisational Commitment	-.215	.097	-.159	-2.230	.028	
a. Dependent Variable: Turnover Intention							

Source: Primary data processed with SPSS, 2021

Mathematically, the linear regression equation is described as follows

$$Y = 6,644 + 0,536X_1 - 0,215X_2 + \epsilon_t$$

Description:

X1 = Job Burnout

X2 = organisational commitment

Y = Turnover Intention

ϵ = error rate

Based on the table and mathematical model of each parameter test results, the following can be seen:

1. The constant value (α) is known to be 6.644. This value is the value of determination when the variable turnover intention is constantly influenced by job burnout and organisational commitment. This means that when job burnout and organisational commitment are in a constant state, the value of turnover intention is 6.644.
2. Job burnout has a t-value of 0.536 (positive sign) with a significance value of 0.000. This shows that the significance level of the p-value is $0.000 < 0.050$. Thus, job burnout has a positive and significant effect on turnover intention. The positive value of the path coefficient indicates that the higher the level of job burnout, the higher the level of turnover intention. Conversely, the lower the level of job burnout, the lower the level of turnover intention.
3. Organisational commitment has a calculated t-value of -0.215 (negative sign) with a significance value of 0.028. This shows that the significance of the p-value is $0.028 < 0.050$. Thus, organisational commitment has a negative and significant effect on turnover intention. The negative value of the path coefficient indicates that the higher the organisational commitment, the lower the turnover intention. Conversely, the lower the organisational commitment, the higher the turnover intention.

CONCLUSION

Based on the results and discussion of the research carried out, several things can be concluded in this research, namely

1. Hypothesis 1 (H1), which states that job burnout has a positive and significant effect on turnover intention, is accepted. This is indicated by the calculated t-value of 0.536 (positive sign) and the significance level of the p-value which is $0.000 < 0.050$. The positive effect indicates that the higher the level of job burnout, the higher the level of turnover intention. Conversely, the lower the level of job burnout, the lower the level of turnover intention.
2. Hypothesis 2 (H2), which states that organisational commitment has a negative and significant effect on turnover intention, is accepted. The results show a calculated t-value of -0.215 (negative sign) with a significance value of $0.028 < 0.050$. The negative effect indicates that the higher the organisational commitment, the lower the turnover intention. Conversely, the lower the organisational commitment, the higher the turnover intention.
3. Hypothesis 3 (H3), which states that job burnout and organisational commitment simultaneously have a positive and significant effect on turnover intention, is accepted. This is supported by the results of the F-test which shows a significance value of $0.000 < 0.050$. This indicates that job burnout and organisational commitment are able to influence the level of turnover intention among employees of Koperasi Mandiri Binakarya.

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