

JOB SECURITY ANALYSIS OF EMPLOYEE INTENTION TO LEAVE THROUGH EMPLOYEE ENGAGEMENT

Firdaus

Kalimantan Islamic University Muhammad Arsyad Al- Banjari Banjarmasin

Email: firdausaltabati2@gmail.com

Abstract : Objective research This is For know influence direct or not direct job security towards employee intention to leave and influence employee engagement towards employee intention to leave as well the influence of job security on employee intention to leave via employee engagement. Method study use method descriptive quantitative population target study all over working employees special do production at 42 MSMEs in Sasirangan, South Kalimantan with number of 796 employees. Based on calculation obtained amount minimum sample of 266. Collection sample done with proportional cluster random sampling technique . Research results show that Job security has an influence significant on Employee Engagement of Sasirangan MSME employees in South Kalimantan. Job security matters significant on Employee Intention to Leave employees of UMKM Sasirangan in South Kalimantan. Employee Engagement has an influence significant on Employee Intention to Leave employees of UMKM Sasirangan in South Kalimantan. Employee Engagement is capable mediating Job security for Employee Intention to Leave employees of Sasirangan MSMEs in South Kalimantan.

Keywords: job security, employee intention, employee engagement

1. Background Behind Problem

Employee intention to leave is evaluation subjective employee to possibility leave organization and search work elsewhere (Dai et al., 2019). Enough Good another definition explains that employee intention to leave is perception negative employee to potential job _ For leave organization If feel No happy and tired in working . Intention to leave refers to a tendency employee For stop become part from membership in organization (Dewi & Rahyuda , 2015).

Intention employee For go out is a psychological process that individuals participate in when employee consider work alternative where at when that , there is dissatisfaction with work they moment this . Aspect This assessed from response employees who become informant in answer question about intention they For get chance different work . _ According to (Gyensare et al., 2016) employee intention to leave is formed by three indicators , namely : intention to leave (tendency individual think For leaving), active work looking for a new job (possible individual

will look for work in the organization others), and immediately leave my job (possible individual For leave work in time close).

It can be concluded that employee intention to leave is intention or desires that arise in individuals For do something desire employee For move refers to results evaluation individual about continuation connection with organizations that have not realized in action Certain leave organization . As for intention For go employee in study This called (employee intention to leave) which is interpreted as evaluation subjective employee about possibility resignation self from company For look for work elsewhere (Dai et al., 2019). Resignation self employee give rise to incoming and outgoing employees (turnover intention) becomes both which result in efficiency (Zamanan et al., 2020), because company emit cost return in recruitment and training repeat employees (Daiva & Rahardjo , 2019; Sari et al., 2016).

As for encouraging factors _ intention For go employee like security work . Security Work term in study This called job security. Security Work is hope somebody about continuity in situation related work _ with employee feeling lost work or lost feature desired job _ like lack of opportunity promotion , moment This condition work , as well opportunity career period long (Dhuryana & Hussain, 2018). Leadership according to Jatmika (2021) is reflection style leadership in lead so that security Work employee is one _ component important thing that brings employee engagement with company (Ahmed et al., 2017). Security Work encourage employee engagement well , the consequences intention For go employee become low (Jung et al., 2021)

2. Theoretical studies

Kroemer and Grandjean (2003) define security Work as the opposite from threat unemployment , in understanding This is job security certainty to work individual in the ongoing future in a long time (Sverke , et al., 2002), on the other hand Job security is level confidence individual to have job , position , title in organization (Oldham, et al., 1986) in line with matter the on according to Munandar (2001), individuals who have job security are individual who feels No threatened For lost work , and sure his job Still needed organization . Opinion Another expert who identifies job security is feeling Afraid to disappearance job held (De Witte & Nashwall, 2003) as stated by Kuhnertt and Vance (1992) job security is identified through confidence individual For maintain work in time is not limited .

De Witte and Nashwall (2003) differentiate in depth understanding of Job Security two meaning , that is perception individual about continuity job held (Subjective Job Security) and form from nature of work No temporary like work permanent and non -permanent jobs based on contract certain (Job security objective). Job security as intensity continuation work or the opposite from threat unemployment , in understanding This is Job security certainty to work individual in the ongoing future in a long time , on the other hand Job security is level confidence individual to have job , position , title in organization . Individuals who have job security are individual who feels No threatened For lost work , and sure his job Still needed organization .

Committed employees _ For Work in organization must feel security in work (Job security) so employee the feel safe inside _ do his job Good in atmosphere Work without There is threat , threat that as employee No will fired Semena mena without There is the reason entered sense including the atmosphere understood by superiors (Anoraga , 2006). De Witte and Nashwall (2003) differentiate between job security two meaning , that is perception individual about continuity job held (subjective job security) and form nature of work No temporary (Job security objective) , such as work fixed , the job is not based on contract certain . According to Munandar (2001) , individual said have job security, if individual No feel threatened lost his work , and feeling Certain that his job Still needed organization . According to Davy et al (1997) Job security is formed by three indicators , namely :

1) future career (future career which refers to the number people's certainty about security career in Century future) , 2) opportunity promotion (opportunity promotion which is opportunity promotion or increase position and future advancement _ accepted employees) , and 3) security work (security Work is supporting things _ security work inside _ company) .

Employee Engagement Theory

Employee Engagement is How express self employee in a way cognitive , physical and emotional in role Work they show that a employee engage and achieve above average output levels and deliver sufficient contribution _ big to effectiveness team (Srivastava & Bajpai, 2020). Employee Engagement is something circumstances Where man feel himself find meaning self in a way whole , have motivation in work , able accept support from other people positive , and capable Work in a way effective and efficient in the environment work . Generally seen as internal condition , good physical , mental and emotional unity draft beginning effort work . I mean where are the employees ? own connection emotional to organization the place work , including in it his view to his job , bear it the answer is , the relationship with superiors , subordinates and colleagues his colleague .

Employee Engagement Indicators

According to (Schaufeli and Bakker, 2003), Employee Engagement is formed by three indicators , namely : 1) vigor (which is attachment employees shown _ through kind physical and mental when do work) , 2) dedication (is attachment employee in a way emotional to work) , and 3) absorption (which is attachment depicted employees _ with behavior the employee who provided it attention full to his job) .

Employee Intention to Leave

Employee Intention to Leave defined as evaluation subjective employee about possibility leave organization and search work elsewhere (Dai et al., 2019). Temporary That is , another definition explains that Employee Intention to Leave is perception negative employee to whose job it has potency For leave organization if they feel displeasure and fatigue in working . Intention to Leave refers to a tendency employee For stop become part from membership in organization (Dewi & Rahyuda , 2015).

Employee Intention to Leave is intention or desires that arise in individuals For do something . Desire employee For move refers to results evaluation individual about continuation connection with organizations that have not realized in action Certain leave organization . While turnover is it stopped or withdrawal self somebody employee from place working .

Indicator of Employee Intention to Leave

According to (Gyensare et al ., 2016) Employee Intention to Leave is formed by three indicators , namely : 1) Intention to Leave (tendency individual think For leaving), 2) active work looking for a new job (possible individual will look for job at another organization), and 3) immediately leave my job (possible individual For leave work in time close).

3. Method Study

Design primary data study This using cross sectional techniques or cross sexy , researcher stage study in only One time certain with different units of analysis . Testing hypothesis in study this , especially formerly researcher collect data Survey techniques matter This because the variables are not controlled with understanding namely , research take sample from One population and use questionnaire as tool main data collector .

Population is the area of generalization that consists on object or the subject has quantity and characteristics certain conditions determined by the researcher For studied and then withdrawn the conclusion . To avoid happen heterogeneous , then population target study all over working employees _ special do production at 42 MSMEs in Sasirangan, South Kalimantan with number of 796 employees . Based on calculation obtained amount minimum sample of 266. Collection sample done with proportional cluster random sampling technique , namely taking sample in a way random and proportional in accordance spread population

4. Results and Discussion

Table 1
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5,567	,545		10,212	,000
job security	,495	,047	,548	10,650	,000

a. Dependent Variable: employee engagement

H1: Job security has an effect significant on Employee Engagement employees of MSME Sasirangan in South Kalimantan.

Research results show that the Job security variable has an influence significant towards Employee Engagement shows significant results _ with mark significance of more than 0,000 small from 0.05, With thereby hypothesis first to state that job security has an effect significant

on Employee Engagement at MSMEs in Sasirangan, South Kalimantan proven (proved). Research results This consistent with (Majumder, 2012Guest, 1997; Lewis, 2000; Rousseau & Parks, 1993) deep his research show that Job security has an influence on Employee Engagement, increasingly good job security, then the more also good employee engagement

Table 2
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
1 (Constant)	9,735	,466		20,904	,000
job security	,281	,040	,400	7,083	,000

a. Dependent Variable: employee intention to leave

H2: Job security has an effect significant on Employee Intention to Leave employees of MSME Sasirangan in South Kalimantan.

Research results show that the Job security variable has an influence significant towards Employee Intention to Leave shows significant results _ with mark significance of more than 0,000 small from 0.05, With thereby hypothesis the second stated that job security had an influence significant regarding Employee Intention to Leave at MSMEs in Sasirangan, South Kalimantan proven (proved).

Research results This consistent with deep (Witte, 2005, Cheng & Chan, 2008). his research show that Job security has an influence towards Employee Satisfaction, if Job security is increased , then No make decreased Employee Intention to Leave.

Table 3
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10,177	,522		19,492	,000
employee engagement	,247	,045	,317	5,426	,000

a. Dependent Variable: employee intention to leave

H3: Employee Engagement has an effect significant on Employee Intention to Leave employees of UMKM Sasirangan in South Kalimantan.

Research results show that the Employee Engagement variable has an influence significant towards Employee Intention to Leave shows significant results _ with mark significance of more than 0,000 small from 0.05, With thereby hypothesis the third stated that Employee Engagement had an influence significant regarding Employee Intention to Leave at MSMEs in Sasirangan, South Kalimantan proven (proved).

Research results This consistent with (Ridwan & Surya, 2016), (Mamiharisoa , 2015) which in his research show that exists influence significant Employee Engagement on Employee Intention to Leave.

5. Conclusion

Job security matters significant on Employee Engagement of Sasirangan MSME employees in South Kalimantan.

Job security matters significant on Employee Intention to Leave employees of UMKM Sasirangan in South Kalimantan.

Employee Engagement has an influence significant on Employee Intention to Leave employees of UMKM Sasirangan in South Kalimantan.

Employee Engagement is capable mediating Job security for Employee Intention to Leave employees of Sasirangan MSMEs in South Kalimantan.

References

- Anoraga, Pandji , 2006, work psychology, Mold Fourth, PT Rineka Cipta, Jakarta
- Dai, Y. De, Zhuang, W.L., & Huan, T.C. (2019). Engage or Quit? The Moderating Role of Abusive Supervision Between Resilience, Intention to Leave and Work Engagement. *Tourism Management*, 70, 69–77 (Dewi & Rahyuda , 2015)
- Zamanan , MS, Alkhaldi , MH, Almajroub , AS, Alajmi , ADS, Alshammari , JM, & Aburumman , OJ (2020). The Influence of HRM Practices and Employees' Satisfaction on Intention to Leave. *Management Science Letters*, 10(8), 1887–1894
- Daiva, Y.F., & Rahardjo , M. (2019). Influence Satisfaction Training , and employee engagement towards Intention Move Employees (Study Case : PT. XYZ Service Company Construction Private). *Journal Management Business And Entrepreneurship* , 4(3), 23–28.
- Dhuryana , A.S., & Hussain, F. (2018). The Effecting Job Security and Work Load on Job Satisfaction of Teachers Among Higher Education Institutions in Southern Punjab. 3rd International Conference on Emerging Trends in Engineering, Management and Science , 511–518
- Ahmed, S., Haderi , SMS Al, Ahmad, F. Bin, Jaaffar , AR, Walter, J., & Al-Douis , GAA (2017). Employee Job Security and Performance Relationship in

- Developing Economy Through Employee Engagement: Critical Analysis with PLS-SEM. International Journal of Economic Research, 14(19), 133– 147Jung et al., 2021)
- Davy, J. A., Kinicki, A. J., & Scheck, C. L. (1997). A Test of Job Security's Direct and Mediated Effects on Withdrawal Cognitions. *Journal of Organizational Behavior*, 18(4), 323–349.
- Dai, Y. De, Zhuang, W.L., & Huan, T.C. (2019). Engage or Quit? The Moderating Role of Abusive Supervision Between Resilience, Intention to Leave and Work Engagement. *Tourism Management*, 70, 69–77.
- Dewi , MP, & Rahyuda , AG (2015). Role Mediation Commitment Organizations on the Influence of Perceived Organizational Support on Intention to Leave. *E- Journal Management University Udayana* , 4(10), 2928–2954.
- Gyensare , M. A., Anku-Tsede , O., Sanda , M.-A., & Okpoti , C. A. (2016). Transformational leadership and employee turnover intention. *World Journal of Entrepreneurship, Management and Sustainable Development*, 12(3), 243–266.
<https://doi.org/10.1108/wjemsd-02-2016-0008>
- Jatmika Dodik (2021) Leadership and Motivation Performance Leadership at STIMI Banjarmasin" National seminar on information systems , 21 October 2021 FTI UNMER Malang.
- Naswall , K., & De Witte, H. (2003). Who feels insecure in Europe ? Predicting job insecurity from background variables. *Economic and Industrial Democracy*, 2(2), 189-215.
- Oldham, GR, Kulik, CT, Stepina , LP & Ambrose, ML (1986). Relations between situational factors and the comparative referents used by employees . *Academy of Management Journal*, 29, 599-608
- Shrivastava A, Tiwari M, Sinha AR, Kumar A, Balapure KA, Bajpai VK, et al. Molecular Iodine Induces Caspase-Independent Apoptosis in Human Breast Carcinoma Cells Involving the Mitochondria Mediated Pathway. *JBC*. 2006; Jul; 281(28): 19762-71.
- Schaufeli, W.B., & Bakker, A.B. (2003). UWES - Utrecht Work Engagement Scale Preliminary Manual. Occupational Health Psychology Unit Utrech University.
- Sverke M., Hellgren J. 2002 The Nature of Job Insecurity: Understanding employment uncertainty on the brink of a new millennium. *Journal of Applied Psychology*. vol. 31 no. 2 175-178Kroemer and Grandjean (2003)
- Munandar , A. (2001). Psychology industry and organization . Jakarta: Publisher University IndonesiaKuhnertt and Vance (1992)