Turnitin

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WORKLOAD, WORK STRESS AND WORK MOTIVATION ON TURNOVER INTENTION OF EMPLOYEES CV. BRILLIANO PERKASA GROUP IN SURABAYA

ABSTRACT

Human resources are an important component in efforts to achieve company targets through the resulting performance. Every company that wants maximum work results from its human resources, the company must provide workers' rights and facilitate workers with facilities that must be available in a company. With the attention given by the company to workers, it will have a good impact on the company's working relationship with the workers or employees of the company. Employees have a big impact on companies that want to achieve their targets quickly, contributing to the company must be maximal. The approach used to find the method quantitatively, with a population of all employees of CV. Brilliano Perkasa Group as many as 40 employees & 40 respondents were selected as samples. The findings from the results of the tests conducted by the author show that partially and simultaneously there is an effect of workload, work stress and work motivation on turnover intention.

Keywords:Workload, work stress, work motivation, turnover intention
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INTRODUCTION

Due to the growing number of established businesses operating in the same industry, the majority of businesses have faced significant business challenges in recent years. As a result, there is fierce competition among businesses competing to provide consumers with high-quality goods or services annually.In order for the business to continue with its normal operations, the management of the company needs to be able to provide innovative and strategic steps.Human resources are an essential component of a business that cannot be separated.If a company wants to get the most out of its human resources, it needs to protect workers' rights and provide them with facilities that must be there.The company's working relationship with its employees or workers will benefit greatly from the attention it gives to its employees.

Employees have a big impact on companies that want to achieve their targets quickly, employee contributions to the company must be maximized. In completing work, not a few employees experience very strong work pressure, this has become a work risk that must be accepted and carried out by every employee if they want to continue working, so that employees have no other choice but to continue to do the job, if the work pressure is experienced continuously, it will also have an impact on the quality of the work produced, so the company should pay attention to its employees. Every employee must be able to mobilize all the capabilities they have in completing their work, every employee is required to be able to work as a team or individually, the stronger the employee in facing challenges and work pressures, the greater the contribution given to the company, but if the employee is not able to will have an impact on the desire of employees to stop working and intend to work in other companies, (Fitriana & Fadhlia, 2016).

Workload is one of the factors that can determine the occurrence of the employee's desire to stop working and choose to work in another company (turnover intention), this is because the workload experienced by employees has exceeded the maximum limit of their abilities, this is because employees are exhausted due to a mind that is too focused on work can interfere with the health of employees, if it lasts a long time it will make employees feel uncomfortable to continue working. That is, the greater the workload carried will increase the desire for an employee to stop working, (Park & Min, 2020).

Work stress is a psychological problem felt by an employee due to the work pressure experienced is too great, this condition will get worse if the company does not pay attention to employees who experience work stress, the high target given by the company management is a trigger for stress. employee work (Chiat & Panatik, 2019) . Every employee would want to give the maximum possible ability in contributing, therefore company management needs to limit the intensity of the work given to its

employees, employees who experience work stress tend to think again to immediately die from their job & work in another place that is considered more stable.

Every employee will make every effort to motivate himself to work seriously and professionally, and this must always be maintained so that employees do not become bored at work. Strong work motivation can be used as a way for employees to strengthen themselves to be strong in the face of challenges at work, (Belete, 2018) Work motivation can determine an employee to stop working and choose to work in another company (turnover intention), if the company management is not able to provide work motivation to employees, it is not impossible that employees will choose to stop working and will work elsewhere that can appreciate their performance. (Jaharuddin & Zainol, 2019) .
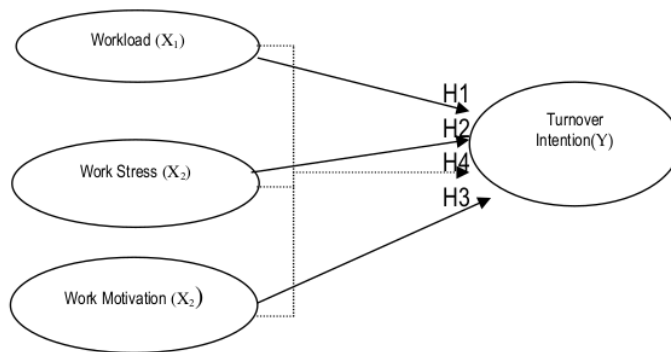
CONCEPTUAL FRAMEWORK

Figure 1. Conceptual Framework

RESEARCH METHODS

This research uses quantitative methods, with a population of all employees of CV. Brilliano Perkasa Group as many as 40 employees & 40 respondents were selected as samples.

RESULT
Validity test

Table 1
Validity Test Results

Variable	Statement Items	Correlation (r-count)	r-ttable	Information
Workload (X1)	X1.1	0.959	0.312	Valid
	X1.2	0.955	0.312	Valid
	X1.3	0.951	0.312	Valid
	X1.4	0.953	0.312	Valid
	X1.5	0.947	0.312	Valid
	X1.6	0.917	0.312	Valid
Work Stress (X2)	X2.1	0.971	0.312	Valid
	X2.2	0.932	0.312	Valid
	X2.3	0.960	0.312	Valid

Variable	Statement Items	Correlation (r-count)	r-ttable	Information
	X2.4	0.966	0.312	Valid
	X2.5	0.931	0.312	Valid
	X2.6	0.900	0.312	Valid
	X3.1	0.946	0.312	Valid
	X3.2	0.968	0.312	Valid
	X3.3	0.961	0.312	Valid
	X3.4	0.948	0.312	Valid
Work Motivation (X3)	X3.5	0.954	0.312	Valid
	X3.6	0.950	0.312	Valid
	X3.7	0.944	0.312	Valid
	X3.8	0.939	0.312	Valid
	X3.9	0.969	0.312	Valid
	X3.10	0.946	0.312	Valid
	Y.1	0.908	0.312	Valid
	Y.2	0.879	0.312	Valid
Turnover Intention (Y)	Y.3	0.883	0.312	Valid
	Y.4	0.881	0.312	Valid
	Y.5	0.892	0.312	Valid
	Y.6	0.921	0.312	Valid

The results above prove that the data is valid.

Reliability Test

Table 2
Reliability Test Results

Variable	Cronbach's alpha value	Critical Value	Information
Workload (X1)	0.976	0,6	Reliable
Work Stress (X2)	0.975	0,6	Reliable
Work Motivation (X3)	0.988	0,6	Reliable
Turnover Intention (Y)	0.949	0,6	Reliable

The results above prove that the data is reliable, because the Cronbach's alpha value is > 0,6.

Classic assumption test

Table 3
Classic Assumption Test Results

Classic assumption test	Result	Information
Normality test	*asymp.sig* = 0,084 (> 0,05)	Normal
Multicollinearity Test		
Workload	VIF = 1,115 (<10)	Multicollinearity free
Work stress	VIF = 1,122 (< 10)	Multicollinearity free
Work motivation	VIF = 1,007 (< 10)	Multicollinearity free
Autocorrelation Test	DW= 2,149	Not affected by autocorrelation
Heteroscedasticity Test		
Scatterplot attached	There is no clear pattern, and the dots spread above and below zero on the axis Y	Not affected by heteroscedasticity

1. **Normality Test**

   The results above can be ascertained that the data has been normally distributed, because the value of asymp.sig is 0,084 (0,084> 0,05).

2. **Multicollinearity Test**

   The results above show that the data has been proven to be free from multicollinearity disorders.

3. **Autocorrelation Test**

   The results of the table above show that the data is free from autocorrelation symptoms.

4. **Heteroscedasticity Test**

Scatterplot
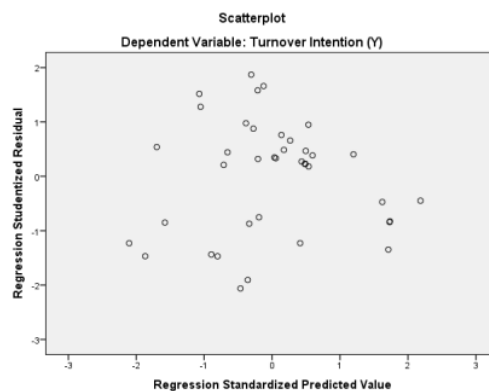Dependent Variable: Turnover Intention (Y)

Figure 1

Heteroscedasticity Test Results

According to the picture above, it is certain that the data is free from heteroscedasticity disorders, because the points have been randomly distributed.

Multiple Linear Regression Analysis

Table 4

Multiple Linear Regression Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.997	3.425		6.131	0
	Workload (X1)	0.204	0.099	0.28	2.073	0.045
	Work Stress (X2)	0.218	0.098	0.301	2.223	0.033
	Work motivation (X3)	-0.164	0.051	-0.414	-3.224	0.003

a. Dependent Variable: Turnover Intention (Y)

The equation for the regression line is obtained as follows:

$$Y = 20,997 + 0,204 X_1 + 0,218 X_2 - 0,164 X_3 \, e$$

Hypothesis test
T test (Partial Test)

Table 5

T-Test Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
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	Work motivation (X3)	-0.164	0.051	-0.414	-3.224	0.003

a. Dependent Variable: Turnover Intention (Y)

5

1. The result of t-count workload is 2,073 & significance 0,045 (0,045< 0,05).
2. Obtained t-count work stress of 2,223 & significance 0,033 (0,033 < 0,05).
3. Obtained t-count work motivation of -3,224 & significance 0,003 (0,003 < 0,05).

F Test (Smultaneous Test)

Table 6
Test Statistics –F

ANOVA[a]

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	421.012	3	140.337	8.406	.000[b]
	Residual	600.988	36	16.694		
	Total	1022	39			

a. Dependent Variable: Turnover Intention (Y)

b. Predictors: (Constant), MotivasiKerja (X3), Beban Kerja (X1), StresKerja (X2)

Get F count 8,406 & 0,000 (0,000 < 0,05).

CONCLUSION
1. It is concluded that the workload has an effect on turnover intention.
2. It is concluded that work stress has an effect on turnover intention.
3. It is concluded that work motivation has been shown to have an effect on turnover intention.
4. Simultaneously it was concluded that there was an effect of workload, work stress and work motivation on turnover intention.

IMPLICATIONS

This finding can be used by the company in knowing the factors that determine the occurrence of turnover intention. Every employee must be able to mobilize all the abilities they have in completing their work, (Guzeller & Celiker, 2020) every employee is required to be able to work as a team or individually, the stronger the employee in facing challenges and work pressures, the greater the contribution given to the company, but if the employee is unable it will have an impact on the employee's desire to stop working and intend to work in the company other.

LIMITATIONS OF THE RESEARCH

a. Sometimes the respondents in answering do not match the actual situation.
b. The distribution of the questionnaires was hampered by the impact of covid 19, which required researchers, HRD, and respondents to comply with health protocols.

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