

ANALYSIS INFLUENCE STRESS WORK , WORKLOAD AND ENVIRONMENT WORK TO TURNOVER INTENTION EMPLOYEES AT THE BHAKTI SUCI EDUCATION FOUNDATION PURWODADI REGENCY GROBOGAN

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Abstract: High employee *turnover* rate resulted organization Becomes no effective, lose employee experienced and necessary practice employee new. Stress high work as well as environment good work will effect on the decline level *turnover intention*, meanwhile burden high work will effect on the increase *turnover intention*. Study this use study quantitative with survey method that takes sample from whole population and use questionnaire as well as Interview as tool collect key data with scale likert and processed using the IBM SPSS 25 program. Variables used in study this covers variable free stress work, load work and environment work whereas variable bound by turnover intention. Population in study this is Bhakti Suci Education Foundation employees Data obtained then conducted analysis includes: validity test, reliability test, assumption test composed classic from: normality test, multicollinearity test, heteroscedasticity test, analysis multiple linear regression, t test, F test, and analysis coefficient determination. Population in study this is whole employees of the Bhakti Suci Education Foundation Purwodadi Regency Grobogan, with sample as many as 60 respondents. Retrieval technique sample in research this is sample fed up or sample census , where all member population made sample. Research t test results this show that variable stress work (X1) effect in a manner Partial on turnover intention with score significant 0.742, variable burden work (X2) effect in a manner Partial or separated on employee turnover intention with score significant of 0.00. Environment variables work (X3) effect in a manner Partial or separated on employee turnover intention with score significant of 0.035. Advice for company should give addition incentive for employee, put employee in accordance with expertise, added employee cleanliness . For other researchers can add objects and variables other.

Keywords: *Stress Work , Workload , Environment Work , Turnover Intention.*

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1. Introduction

Man is creature deep social To do life daily each other depend one each other, as creature social humans will too melting in group, consequently man no will once can regardless from life organize and socialize. Source power man is asset company for reach purpose , p this because source power humans will sustain company that alone. With exists employees who have productivity good will influence development company. Badriyah (2015) in the book say that

source power man is an asset whose role and function no could separated and is a vital organizational asset.

Source power man is a valuable asset because whole activities carried out company entirely by Source Power Humans, sources power other no will capable replace source power human, though use machine help profession man, source power man have superiority among them is has empathy, creativity and expertise in solve problem complex which is not owned machine, p this explain how importance source power man for company, as for example though in processing production many company that has use machine with aim for maximize friday production, however source power man permanent no will regardless and stay used in it, p this could seen if in operational there is damage to machine, then company permanent need power expert for handle condition the with To do care machine to return function with well, deep case the could seen that Thing this in line with definition that source power man no could replaced though compared with machine because have creativity and expertise in solving problem. Statement this is also in line with the opinion of Edy Sutrisno " source power man is the only one source power that has sense, feeling, desire, skill, knowledge, encouragement, power, and work (ratio, taste, and intention). (in book Sutrisno, 2016). Source power man have superiority compared with source power other ie source power man have feelings, desires and skills that are not owned source power other. The company in it there is source power quality human will make it easy company sore the goal Thing this because employee inside it will each other complete and give Support one each other. According to Veithzal Rival (in research Kurniawati, 2019) HR is someone who is ready, willing and able give donation effort achievement destination organization. Besides that source power man is one element shared input element other such as capital, materials, machines and methods/ technology changed be a management process Becomes output in the form goods or service in effort reach destination company. Source man Becomes determinant achievement destination company, needed power quality and competent work within it, the company must could manage source power the human with good however on the other hand a lot company experience serious problem that is impactful high turnover intention directly to the company. The resulting impact of turnover intention is quality performance as well as the recruitment process consuming employees time, besides it's a recruitment process absorb costs that are not little, Turnover intention has bad impact because could lower image company, the ha because opinion of people who think that there is the thing that no done in trigger company many the employee who came out enter company.

Turnover intention is characteristic possibilities which subjective a will change his job in period time certain and is pioneer base to actual turnover. stress work is variable important influential with turnover intention, in development, work stress must noticed by the company for make working employees in company the feel comfortable in work. Steffebach, (2008) in study Kurniawati, (2019) said that turnover intention is a process when employee leave something organization and leave something position work and where position the must replaced by someone else. according to Mathis and Jackson (2011) (in journal Hakim & Sugiharjo, 2018). In study Kurniawati, (2019) pressure stress high work demands roles and systems work cause employee no feel at home for settled, so in the selection and recruitment process company must more thorough in choose employee is selected employees could work under pressure and fit with culture nor system work at the company. Turnover intention is categorized as problem are you serious especially moment this where many employee leave organization or dismissed. Although field available jobs are very limited the numbers, the facts precisely showing high turnover rate in Indonesia. (aditya journal, et al, 2021). Stress work

characteristic subjective, that is different each individual, everyone has ability alone in face stress accepted work, in addition that everyone has method alone in distribute middle stress owned . stress is something related interaction Among stimulation physical and non - physical received to response individual that alone, stress could caused bad because affect performance employees, p bad happened is stress no work could detained employee will push employee for leave his job.

Workload is bunch or a number must activity completed by an organizational unit or holder position in period time certain. Sunarso, (2010). Workload in a manner qualitative that is arise because tasks too many or little. Whereas burden work qualitative, if worker feel no capable doing Duty or no use skills and potential from profession Winarsunu 2008. (in journal Rachmad, et al, 2017). Instead, with burden too much work a little with monotonous routine will raises boredom. Boredom in work routine daily because Duty or too much work a little resulted lack of attention to work so that in a manner potential harm. Nurmayanti, et al (2020). There are three indicators used for measure burden work i.e. a must target achieved, conditions work and standards work (Son 2012:22). (in journal Aditya, Muslih, and Meilina, 2021). workload could interpreted as something assigned task to employee must resolved in period time certain however assigned task more big from ability employee, burden great work could caused bad for health employee. load hard work could raises pain in the body to be hinder activity employees, increasingly heavy burden carried work employee could push employee for leave his job because employee feel very burdened.

Environment work is part very important component in employee To do activity work. With watching environment good work or create condition capable work give motivation for work, then will bring influence to excitement or spirit employee work. Could interpreted that environment work that is all something that is around the workers and that can affect himself in operate Duty assigned tasks, for example music, lighting, and more.

Sacred Bhakti Education Foundation is moving organization in world of education, foundation education child age early was established on October 23, 2015. Bhakti Suci educational foundation is in Gang Archeology no 7A Purwodadi Grobogan. started from language lessons english and computer Bimba ABC, institute this grow and start set up Kindergarten on June 2 2018 with the name of Primadona Kindergarten Nation, have type learning rare center owned by other kindergartens, besides the Bhakti Suci Education Foundation also founded Group Played on June 2, 2016 with good quality, Bhakti Suci Education Foundation repair quality means infrastructure so that institution this the more interested and growing. After it is the Bhakti Suci Education Foundation founded a Daycare Park and now the more growing, Kindergarten Primadoa Nation be one school mover in Purwodadi Grobogan. Sadly moment this is Bhakti Suci Education Foundation experiencing employee Turnover Intention, p this could seen from employee turnover data, along with employee turnover data for the Bhakti Suci Education Foundation for 3 years last .

Table 1.1
Employee turnover data Sacred Bhakti Education Foundation

Period	Initial Position	Employee New	Employee Go out	Final Position
2019	38	5	3	40
2020	40	4	5	39
2021	39	12	9	42
2022	42	0	2	40

Source : Priadona kindergarten data Nation , 2022

From table 1.1 it can be seen that sufficient employee turnover rate tall three year from 2019-2021 years. The intended employee that is covers from admin staff employees , teachers, and sections cleanliness.

Amount limited employees make employee have a double job, plus with the Bhakti Suci Education Foundation which continues grow and number owned students the more many each he asked make burden perceived work employee the more heavy, desire for go out work and search profession new also arises, from Interview to employees of the Bhakti Suci Education Foundation found a number of factor Turnover Intention level of employees at the Bhakti Suci Education Foundation namely: Stress work, load work and environment work. Possible symptoms observed from employees who have Turnover Intention indication is easy permission, often sigh in job, looking for vacancy work outside foundation, as well decline loyalty and performance employee to job.

Based on description background behind problem happened on so researcher interested for researching about "Analysis Influence stress Work, Workload and Environment Work Against Employee Turnover Intention at the Bhakti Suci Education Foundation in Purwodadi Subdistrict Purwodadi Regency Grobogan". as for formula problem: Is there influence stress Work towards Turnover Intention of employees at the Bhakti Suci Education Foundation in Purwodadi Subdistrict Purwodadi Regency Grobogan?, Is there Effect of Workload towards Turnover Intention of employees at the Bhakti Suci Education Foundation in Purwodadi Subdistrict Purwodadi Regency Grobogan?, Is there influence Environment Work to Employee Turnover Intention at the Bhakti Suci Education Foundation in Purwodadi Subdistrict Purwodadi Regency Grobogan ?

2. Research Method

In study this population taken Employees working at the Bhakti Suci Foundation totaling 40 employees. In determine size sample , research this use technique census with sample saturated. Based on calculation on so size minimum sample required used is of 40 respondents.

Table 3.2
Definition operational variables

No	Variable	Definition Variable	Indicator
1	<i>Turnover Intention</i> (Y)	According to researcher <i>Turnover Intention</i> is he stopped employee in a company in a manner volunteer for get another job .	1) Thinking for go out from profession moment this . 2) Desire for look for vacancy profession other . 3) Desire for leave organization in a number of month future . (Chen and Francesco, 2000)

2	Stress Work (X1)	According to researcher stress Work is pressure in a manner physical , mental and emotional employees who don't capable received so that disturbing employee and own impact bad for performance employee in environment it works .	1) demands Duty 2) demands role 3) demands between personal 4) Structure organization 5) Leadership organization (Robbins, 2006)
3	Burden Work (X2)	According to workload researcher _ is bunch work that is accepted by employees and has limit time certain in the solution	1) Condition profession 2) Use time work 3) must target achieved (Koesomowidjojo , 2017)
4	Environment Work (X3)	According to researcher Environment Work is all existing thing _ around employees and contact direct with whole activity employees , environment work is component important because influence convenience employee in complete his duties	1) Lighting 2) Temperature 3) Air 4) Voice noisy (Munandar , 2001)

Source : *Processed data , 2022*

3. Results and Discussion

3.1. Results

Based on results from testing questionnaire that data is reliable and valid.results from testing assumption classic then the data is normally distributed. Anyway results from testing multiple linear regression as following :

Table 4.11
Multiple Linear Regression Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	1,724	3,017		0.572	0.571
	Work Stress	-0.046	0.139	-0.045	-0.332	0.742
	Workload	1.207	0.257	0.630	4,690	0.000
	Work environment	-0.192	0.088	-0.278	-2.196	0.035
a. Dependent Variable: Turnover Intention						

a. Dependent Variable: Turnover Intention

Source : *Processed primary data,202 2*

Anyway equality formed linear regression are :

$$Y = 1.724 - 0.466 + 1.207 - 0.192$$

From the equation multiple linear regression on so could analyzed as following :

- 1) Constant value as big 1,724 Thing this means *turnover intention* will as big 1,724 if satisfaction work, stress work and environment work same with zero.
- 2) Coefficient regression stress work of 0.466. coefficient marked negative and no significant, then can explained that the more decline stress work so will lower employee *turnover intention*.
- 3) Coefficient regression burden work of 1.207. coefficient marked positive, means that every increase stress work as big one unit will followed increase *turnover intention* of 1.207.
- 4) Coefficient regression environment work as big 0.192, coefficient marked negative, meaning that every increase environment work as big one unit will followed decline *turnover intention* of -0 .192.

3.2. Discussion

Influence stress work towards Turnover intention of the employees of the Bhakti Suci Education Foundation

Stress work could interpreted as pressure mentally, physically and emotional employees who don't capable received so that disturbing employee and own impact bad for performance employee in environment it works. researcher give to respondent is known that stress work no take effect on employee turnover intention, p this could seen from item 5 of questions that have high average score ie 4.125, besides that from interview the researcher do to respondents, a lot respondents who feel superior they always give motivation as well as close hear employees, superiors always listen whole input and complain complain the employees feel no rarely tops give enter and go go out on problem employee in the outside work, p the make trend employee for leave his job the more small.

Research results this show stress work take effect negative significant on the employee turnover intention of the Bhakti Suci Education Foundation. Research results this in line with research conducted Tarigan (2021) Influence stress work and climate organization on turnover intention with satisfaction work as intervening variables on STMIK STIE MIKROSKIL employees who get results stress work take effect negative on turnover intention.

With thereby the more big stress to work, against duty, against no sure, against Support social, structure organization , and against superior work alone so stress work will reduce the level of employee turnover intention at the Bhakti Suci Education Foundation.

Effect of Workload towards Turnover intention of the employees of the Bhakti Suci Education Foundation

Research results this show stress work take effect positive significant on the employee turnover intention of the Bhakti Suci Education Foundation . Research results this in line with research conducted Riani & Putra, (2017), Influence stress Work, Workload and Environment Non Physical Work Against Employee Turnover Intention get results really work take effect positive on turnover intention.

With thereby the more tall burden work , feel comfortable in work , time the work given , as well as the work targets given will increase turnover intention rate

Influence Environment Work towards Turnover intention of the employees of the Bhakti Suci Education Foundation

Environment work that is all something that is around the workers and that can affect himself in operate Duty assigned tasks , for example music , lighting , and more. respondent is known that environment work no take effect on turnover intention p the could seen of question items second with the average value obtained tall ie of 3.425, besides that from interview the

researcher ask to respondent is known that employee no feel hot or freezing because the place work already equipped with coolers room, environment existing work around employee make comfortable and not make employees have encouragement for leave the place it works.

Research results this show environment work take effect negative significant on the employee turnover intention of the Bhakti Suci Education Foundation. Research results this in line with research conducted Dewi, & Suartina (2020) show that environment work take effect positive and significant on Turnover Intention on UD employees. Light Gods in Badung Bali, who get results environment work take effect negative significant significant on turnover intention.

With thereby environment work covers lighting, temperature, quality air and sound noisy rated still not enough adequate, however tend no have intention for look for alternative job at another company. From the results observations made researcher, cause environment work no take effect on turnover intention is caused hard look for vacancy work during the Covid-19 pandemic such as now this so that environment bad work no push intention employee for look for profession other.

4. Conclusion

Variable satisfaction work take effect negative and no significant to employee turnover intention Sacred Bhakti Education Foundation. this means the more tall stress work employee so will reduce employee turnover intention, on the other hand the more low stress work employee so will increase employee turnover intention. Variable burden work take effect positive and significant to employee turnover intention Sacred Bhakti Education Foundation. this means the more tall burden work employee so will increase employee turnover intention, on the other hand the more low burden work employee so will reduce level employee turnover intention. The work environment variable has a negative and significant effect on the employee turnover intention of the Bhakti Suci Education Foundation. From these results it shows that employees feel that their work environment is inadequate and not friendly, but tend not to have the intention to leave or look for alternative jobs in other companies.

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