
THE EFFECT OF JOB INSECURITY AND JOB STRESS ON TURNOVER INTENTION WITH JOB SATISFACTION AS A MEDIATION VARIABLE

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ABSTRACT

KEYWORDS

job insecurity; job
stress; job satisfaction;
turnover intention

The study aims to find out the influence of job insecurity and job stress on the turnover intention with job satisfaction as variable mediation employee at PT. Graha Maju Property Palembang. Study this done with use approach quantitative with sample 130 employee at PT. Graha Maju Property Palembang. Data processing using Structural Equation Modeling (SEM) with the Smart PLS program. Research results show that job insecurity and job stress are influential and significant to turnover intention. Job satisfaction has a significant effect on turnover intention and can partially mediate the relationship between job insecurity and job stress among employees at PT. Graha Maju Property Palembang.

INTRODUCTION

High turnover rates have become a major issue in almost every organization (Anitha, 2016), currently high levels of turnover intentions have become a serious problem for many companies (Rathakrishnan et al., 2016). The turnover process is basically initiated by a condition called the employee's intention or desire to leave the organization (Simatupang et al., 2018).

PT. Graha Maju Properti Palembang has a problem, namely the high level of employee turnover. Employee turnover data at PT. Graha Maju Properti Palembang has a fluctuating percentage showing that there are employees who are laid off or move to other companies or agencies every year. In 2018-2019 there was an increase in the number of employees leaving from 27 people to 35 people, the percentage rate also increased from 10.3% to 17.7%. In 2020, there were 114 employees who were laid off due to layoffs due to the co-19 pandemic so that the percentage increased again by 54.2%. In 2021 the number of employees decreased to 112 and the number of employees leaving was 33 people, but the percentage dropped to 25.9% considering the number of employees leaving was not as many as in 2020. In 2022 the number of employees leaving was 13 people with a percentage of 24, 3%.

Related to job insecurity PT. Graha Maju Properti Palembang has all of its employees with contract status or temporary employees. Contract employees or temporary employees last for one year of extension (Lee, 2021). So that employees here feel that their work status is threatened because they can be terminated at any time. This situation needs to get the company's attention because when employees feel insecure in doing work and are full of worries, it will indirectly raise the employee's intention to leave the company.

Another problem that can affect employee turnover intention at PT. Graha Maju Properti namely work stress. Work stress is shown by the many demands of the tasks given by the company. The demands of the tasks implemented at PT. Graha Maju Properti Palembang has additional working hours on holidays. The additional working hours of employees who are

required in a month must enter once on a holiday makes employees at PT. Graha Maju Properti Palembang works carelessly not in accordance with company procedures. This condition can lead to accumulation or accumulation of work, which in turn will cause employees to become stressed because of the many demands of tasks.

One of the factors that employees feel satisfied at work is that employees will try their best to carry out their job duties (Badrianto & Ekhsan, 2020). PT. Graha Maju Properti Palembang carries out routine salary payments to employees which are adjusted at the end of each month, with the aim that employees can meet their needs and also get job satisfaction. But at PT. Graha Maju Properti Palembang employees only get a basic salary, employees also expect meal allowance and work benefits. In addition to expecting a salary that is in line with expectations, in the form of completeness, attention, support, appreciation. An employee of course expects feedback in the form of appreciation for the contribution he has made to the company. Therefore work satisfaction must be maintained in order to reduce turnover intention in the company.

Influence of Job insecurity to turnover intention

Psychological contract theory arises because of the negative impact of job insecurity, including the threat of fear that it will even have an impact on employees' desire to leave the company (Ashford et al., 1989).

The results of this study were strengthened by De Cuyper and De Witte (2006) who stated that psychological contract theory factors were closely related to job insecurity factors, especially those related to threats to present a long working life and optimism for the future so that turnover intention can occur (Schaufeli, 2016).

H1: Job insecurity has a positive and significant effect on turnover intention.

Influence of Job insecurity against Turnover intention through Job satisfaction

Setiawan dan Putra (2016) psychological contract theory creates a feeling of insecurity in individuals will result in low job satisfaction for a person with the environment or company where he works, individuals who have high job satisfaction with the company tend not to leave the organization and look for another job.

H2: Job insecurity on turnover intention has a partial and significant mediating effect through job satisfaction.

Influence of Job insecurity to Job satisfaction

Silla et al. (2010) stated that psychological contract theory is a condition of uncertainty in the organization that will cause serious problems, one of which is job insecurity which can have an impact on employee job satisfaction. Mahaputra et al. (2013) stated that the psychological contract theory of employees who feel high job insecurity will increasingly have low job satisfaction.

H3: Job insecurity has a negative and significant effect on job satisfaction.

Influence of job stress to turnover intention

Psychological contract theory is a violation that has been agreed upon, as well as the provision of work that exceeds individual capabilities, will increase employee stress at work, where high job stress is also understood as one of the antecedents of a strong employee desire to leave the company (Nwankwo et al., 2013).

H4: Job Stress has a positive and significant effect on Turnover Intention.

Influence of Job stress against Turnover intention through Job satisfaction

Liu et al. (2019) Psychological contract theory for employees who often experience pressure at work resulting in job stress, the employee will feel dissatisfied at work and will think about leaving the company.

H₅: Job stress on turnover intention has a partial and significant mediating effect through job satisfaction.

Influence of Job stress to Job satisfaction

Psychological contract theory can cause job stress on employees when they cannot meet the demands of their work in terms of the ability, meaning, or desire of employees to know the function of personnel as a result of conditions or events that are felt at work, and feel pressured at their jobs, then these employees are unable to complete their work properly, then these employees feel dissatisfied with their work (Nwankwo et al., 2013).

H₆: Job Stress has a negative and significant effect on Job Satisfaction.

Influence of job satisfaction to turnover intention

Psychological contract theory is unrealistic desires and can lead to the perception that companies cannot fulfill their promises during the recruitment process, so employees feel they are not getting job satisfaction which in the end employees will increase turnover intention (Yasadiputra & Putra, 2014).

H₇: Job Satisfaction has a negative and significant effect on Turnover Intention. Based on the description these follow the framework conceptual in research:

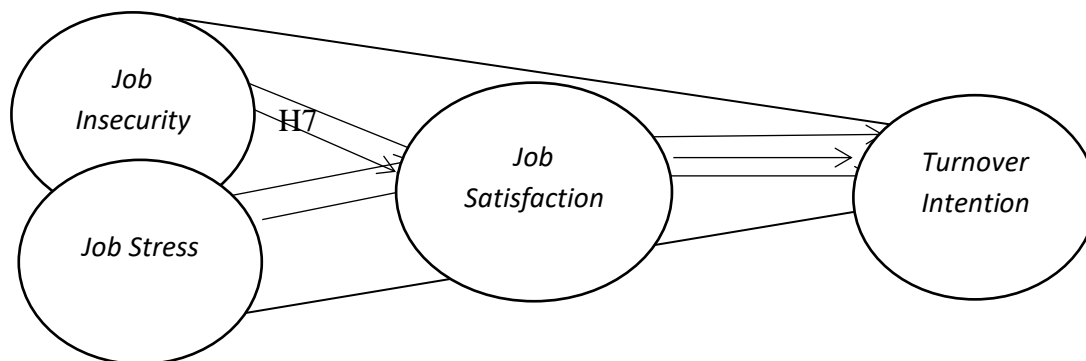


Figure 1. Framework Conceptual Study

RESEARCH METHODS

The research type is a study quantitative (Creswell, 2021). The population in this study were all employees at PT. Graha Maju Properti Palembang, totaling 130 people. The sample for this study uses a saturated sample, which is a sampling technique when all members of the population are used as a sample or another term for a saturated sample is a census. The sample size used is from all employees at PT. Graha Maju Properti Palembang as many as 130 people. In this study using PLS-based SEM.

Data collection is carried out by taking secondary data from PT. Graha Maju Properti Palembang. The data taken includes employee data and accounting information system performance data. Data analysis was performed using PLS-based SEM. This method was used to examine the relationship between breastfeeding/complementary feeding behavior and food diversity with the incidence of stunting in toddlers in North Sumatra.

The results of the data analysis showed that there was no significant relationship between breastfeeding/complementary food behavior and consumption of food diversity with the incidence of stunting in toddlers in North Sumatra. However, the results of the analysis showed

that family education was significantly associated with the incidence of stunting in toddlers in North Sumatra.

This study provides important information about the factors that influence the incidence of stunting in toddlers in North Sumatra. By using the PLS-based SEM method, this research can provide accurate and reliable analysis results. The results of this study can be used as a basis for the development of more effective intervention programs in reducing stunting prevalence in North Sumatra.

RESULTS AND DISCUSSION

Evaluation of the Measurement Model

In this study, the evaluation of the measurement model was carried out at the dimension and variable levels. At the dimensional level, validity testing is carried out to prove whether the indicators in a construct are able to reflect the construct itself. Here are the loading table dimension level factors performed.

Table 1. Dimension Level Loading Factor Value

Indicator	Loading Factor (LF) Value	Information
JI01	0.877	Valid
JI02	0.855	Valid
JI03	0.883	Valid
JI04	0.891	Valid
JI05	0.906	Valid
JI06	0.877	Valid
JI07	0.845	Valid
JI08	0.853	Valid
JI09	0.875	Valid
JS01	0.920	Valid
JS02	0.822	Valid
JS03	0.808	Valid
JS04	0.909	Valid
JS05	0.880	Valid
JS06	0.860	Valid
JS07	0.851	Valid
JS08	0.904	Valid
JS09	0.924	Valid
JSF01	0.790	Valid
JSF02	0.771	Valid
JSF03	0.800	Valid
JSF04	0.809	Valid
JSF05	0.752	Valid
JSF06	0.818	Valid
JSF07	0.730	Valid
JSF08	0.831	Valid
JSF09	0.788	Valid
JSF10	0.806	Valid
JSF11	0.737	Valid
JSF12	0.800	Valid
JSF13	0.773	Valid
JSF14	0.803	Valid
JSF15	0.844	Valid
JSF16	0.810	Valid
JSF17	0.778	Valid
JSF18	0.746	Valid
TI01	0.913	Valid
TI02	0.935	Valid
TI03	0.921	Valid
TI04	0.922	Valid

Indicator	Loading Factor (LF) Value	Information
TI05	0.921	Valid
TI06	0.941	Valid
TI07	0.931	Valid
TI08	0.896	Valid
TI09	0.923	Valid

Source: Results of PLS Data Processing (2023)

Based on table 1. above shows that all indicators on exogenous and endogenous variables have shown to be valid. Whereas for measure reliability and convergent validity of each variable could be seen in table 2.

Table 2. Composite Reliability and Average Variance Extracted Values

Variable	Composite reliability	Average Variance Extracted (AVE)
Job Insecurity (X1)	0.967	0.763
Job Satisfaction (Z)	0.967	0.622
Job Stress (X2)	0.967	0.768
Turnover Intention (Y)	0.981	0.851

Source: Results of PLS Data Processing (2022)

Based on the table 2. estimate above, all variables have more CR value big of 0.70, then all variables have a level of good reliability (reliable). Likewise with the AVE value on all variables more than 0.50. This means that all variables have good convergent validity.

Hypothesis Test

To assess the significance of the direct effect of the structural model, it can be seen from the t-statistic values between the independent variables and the dependent variable in table 3 below:

Table 3. Significance Test Live

Variable	Original sample	T Statistics	P Values
Job Insecurity (X1) -> Job Satisfaction (Z)	-0.315	2,723	0,004
Job Insecurity (X1) -> Turnover Intention (Y)	0.221	2,010	0,023
Job Satisfaction (Z) -> Turnover Intention (Y)	-0.272	2,748	0,003
Job Stress (X2) -> Job Satisfaction (Z)	-0.345	3,706	0,000
Job Stress (X2) -> Turnover Intention (Y)	0.241	2,074	0,020

Source: Results of PLS Data Processing (2023)

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Job Satisfaction (Z) -> Turnover Intention (Y)	-0.272	2,748	0,003

Job Stress (X2) -> Job Satisfaction (Z)	-0.345	3,706	0,000
Job Stress (X2) -> Turnover Intention (Y)	0.241	2,074	0,020

Source: Results of PLS Data Processing (2023)

A look at the significance test variable mediation could see in table 4 below:

Table 4. Significance Test Mediation

Variable	Original sample	T Statistics	P Values
Job Insecurity (X1) -> Job Satisfaction (Z) -> Turnover Intention (Y)	0,085	1,964	0,026
Job Stress (X2) -> Job Satisfaction (Z) -> Turnover Intention (Y)	0,094	2,005	0,024

Source: Results of PLS Data Processing (2023)

Based on table 3. job insecurity has a significant effect on turnover intention, indicated by the T Statistics value, which is 2.010, which is greater than 1.96 and the P Value, which is 0.023, which is less than 0.05. While the original sample value of 0.221 indicates that the direction of the relationship between job insecurity and turnover intention is positive. Referring to this it can be concluded that hypothesis 1 is accepted.

Based on table 4. job insecurity has a significant effect on turnover intention through job satisfaction, shown by the T Statistics value, which is 1.964, which is greater than 1.96 and the P Value, which is 0.026, which is less than 0.05. While the original sample value of 0.085 indicates that the direction of the relationship between job insecurity and turnover intention through job satisfaction is positive. Referring to this it can be concluded that hypothesis 2 is accepted.

Based on table 3. job insecurity has a significant effect on job satisfaction, indicated by the T Statistics value, which is 2.723, greater than 1.96 and the P Value, which is 0.004, which is less than 0.05. While the original sample value of -0.315 indicates that the direction of the relationship between job insecurity and job satisfaction is negative. Referring to this it can be concluded that hypothesis 3 is accepted.

Based on table 3. job stress has a significant effect on turnover intention, shown by the T Statistics value, which is 2.074, which is greater than 1.96 and the P Value, which is 0.020, which is less than 0.05. While the original sample value of 0.241 indicates that the direction of the relationship between job stress and turnover intention is positive. Referring to this it can be concluded that hypothesis 4 is accepted.

Based on table 4. Job stress has a significant effect on turnover intention through job satisfaction, shown by the T Statistics value, which is 2.005, which is greater than 1.96 and the P Value, which is 0.024, which is less than 0.05. While the original sample value of 0.094 indicates that the direction of the relationship between job stress and turnover intention through job satisfaction is positive. Referring to this it can be concluded that hypothesis 5 is accepted.

Based on table 3. Job stress has a significant effect on job satisfaction, shown by the T Statistics value, which is 3.706, which is greater than 1.96 and the P value, which is 0.000, which is less than 0.05. While the original sample value of -0.345 indicates that the direction of the relationship between job insecurity and job satisfaction is negative. Referring to this it can be concluded that hypothesis 6 is accepted.

Based on table 3. Job satisfaction has a significant effect on turnover intention, indicated by the T Statistics value, which is 2.748, which is greater than 1.96 and the P Value, which is 0.003, which is less than 0.05. Meanwhile, the original sample value of -0.272 indicates that

the direction of the relationship between job insecurity and job satisfaction is negative. Referring to this it can be concluded that hypothesis 7 is accepted.

CONCLUSION

Based on the test results regarding the effect of job insecurity and job stress on the turnover intention with job satisfaction as a mediating variable for employees at PT. Graha Maju Property Palembang above, it can be concluded that, Job insecurity has a positive and significant effect on turnover intention of employees at PT. Graha Maju Property Palembang. Job insecurity has a positive and significant effect on turnover intention through job satisfaction for employees at PT. Graha Maju Property Palembang. Job insecurity has a negative and significant effect on job satisfaction of employees at PT. Graha Maju Property Palembang. Job stress has a positive and significant effect on turnover intention of employees at PT. Graha Maju Property Palembang. Job insecurity has a positive and significant effect on turnover intention through job satisfaction for employees at PT. Graha Maju Property Palembang. Job stress has a negative and significant effect on job satisfaction of employees at PT. Graha Maju Property Palembang. Job satisfaction has a negative and significant effect on turnover intention of employees at PT. Graha Maju Property Palembang. This study has limitations, namely the data collection method was carried out using a survey method which was carried out by filling out questionnaires, which were based on the perceptions of respondents' answers, so that conclusions were drawn based on data collected through the use of a written questionnaire instrument through interviews but sometimes the answers were given by the sample. does not show the real situation. Therefore, in further research, other methods can be used, for example through more in-depth interviews with respondents so that the information obtained can be more accurate.

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