THE INFLUENCE OF JOB SATISFACTION ON EMPLOYEE TURNOVER RATE OF PT. INDOMARCO PRISMATAMA (PT. INDOMARET) PALEMBANG

Januar Ida Wibowati[1], Endang Rahayu[2], Henson Enjein Manurung[3]
University of Palembang[123]
idaunpal28@gmail.com ,endang@unpal.ac.id, Henson@unpal.ac.id

Abstarct : This study examines the analysis of the effect of job satisfaction on employee turnover rates at PT. Indomarco Prismatama Palembang. The purpose of this research is to determine job satisfaction on the employee turnover rate at PT. Indomarco Prismatama Palembang. The results obtained from the regression analysis using the SPSS version 22 tool indicates that there is an effect of job satisfaction on employee turnover rates at PT. Indomarco Prismatama Palembang., where the results of R in simple linear regression analysis show a correlation between the two independent variables on the dependent variable. The R figure is 0.278, meaning that the correlation between the human resource competency variables is 0.278, this means that there is a strong relationship because the value is close to 1. Meanwhile, the results of R Square (R^2) show the value of the coefficient of determination. This figure will be changed to the form of a percentage, which means the percentage of the contribution of the dependent variable. R^2 value of 0,
Keywords: Employee Performance; Job Satisfaction; Turnover Rate,

INTRODUCTION

Job satisfaction *(job statistics)*is the emotional attitude of employees who are pleasant and love their work (Hasibuan, 2015: 105). Job satisfaction reflects a person's feelings towards his work. This can be seen in the positive attitude of employees towards work and everything that is encountered in the work environment. As a collection of feelings, job satisfaction is dynamic. (Luthan 2016: 78) states that job satisfaction is very dependent on how an individual's perception of someone in carrying out their duties at work, so that it is subjective for the individual who does it. An organization is a place where people carry out activities in order to achieve goals. These goals can be in the form of personal goals of members or global goals of the organization. To achieve organizational goals, need qualified human resources.

In organizations, calculations can occur between the employees themselves and the leaders themselves. This happens because there are many people in the company, because each of them has different traits, attitudes, desires, personalities and interests. There are many kinds of conflict that have implications, and if handled properly will continue to stress and pressure felt by employees and will ultimately cause employee productivity and job satisfaction to decrease. In response to this, a leader in an organization is the most important thing in determining the implementation of an organizational condition. Leadership is the way a leader influences the behavior of subordinates, so that they want to work productively to achieve company goals (Hasibuan, 2015: 109). Decisions taken by a leader or manager not only affect success, but also affect employee satisfaction, behavior and performance. Employees who can accept the leader's decisions well will ultimately create efficiency and effectiveness throughout the organization. A high turnover rate will result in various potential costs, such as training costs that have been invested in employees, performance levels that must be sacrificed, as well as recruitment and retraining costs. (Suwandi and Indriantoro, 2015). Employees who can accept the leader's decisions well will ultimately create efficiency and effectiveness throughout the organization. A high turnover rate will result in various potential costs, such as training costs that have been invested in employees, performance levels that must be sacrificed, as well as recruitment and retraining costs. (Suwandi and Indriantoro, 2015). Employees who can accept the leader's decisions well will ultimately create efficiency and effectiveness throughout the

organization. A high turnover rate will result in various potential costs, such as training costs that have been invested in employees, performance levels that must be sacrificed, as well as recruitment and retraining costs. (Suwandi and Indriantoro, 2015).

PT. Indomarco Prismatama Palembang, which is located at Jalan Pangeran Ayin No. 326, Suka Maju, Kec. Sako, Palembang City, in matters of evaluating work performance and promotion of positions carried out on the basis and principles that apply. Employees are the main asset of PT. Indomarco Prismatama Palembang they have minds, and education, which are carried into the company, besides that he also has knowledge, experience and skills, employees play a very important role in the company, starting with recruiting the best talents in their fields and then providing facilities and resources what is needed, including ongoing comprehensive training so that employees can continue to develop competence and produce the best performance in their respective fields, PT.

Employees can be in the form of resignation, dismissal, transfer from the organizational unit and death of members of the organization. Turnover is a serious problem for companies because it can affect the company's operations. When an employee leaves, there must be a replacement to do the tasks the old employee did before so that the company runs as usual. According to Mobley, employee turnover is negatively related to job satisfaction. Employee job satisfaction that he feels at work can influence his thinking about wanting to leave the company. If employees at work feel high job satisfaction, it will reduce the possibility of an employee leaving the company. And if employee job satisfaction is low, it will increase employee turnover intentions. The entry and exit of employees in a company is a phenomenon and a problem that is often encountered. This is also a fundamental measure of whether a company is in good condition. The same thing happened to one of the franchise companies in Indonesia, namely Indomaret. Based on the description above, the authors are interested in conducting a research entitled The Effect of Job Satisfaction on Employee Turnover Rates at PT. Indomarco Prismatama (PT. Indomaret) Palembang . the writer is interested in conducting a research entitled The Effect of Job Satisfaction on Employee Turnover Rates at PT. Indomarco Prismatama (PT. Indomaret) Palembang . the writer is interested in conducting a research entitled The Effect of Job Satisfaction on Employee Turnover Rates at PT. Indomarco Prismatama (PT. Indomaret) Palembang .

METHODS

This research was conducted at PT. Indomarco Prismatama (Indomaret) JL. Kirangga Wirosantiko Kelurahan 30 Ilir Barat II Palembang City 30144. According to (Subiyanto: 2018: 6) The research design used in this research is a qualitative descriptive research design because researchers want to find facts and interpret the effect of job satisfaction on employee turnover at PT. Indomarco Prismatama Palembang.The data sources in this research are field research and library research.

The population in this study were all employees working at PT.Indo Marco Prismatama (Indomaret) Palembang as many as 30 people. The sample is part of the population taken for research and is also considered to represent the entire population (Gujarati, 2012). The respondents were all employees working at PT. Indomarco Prismatama (Indomaret) totaling 30 people.

RESULTS AND DISCUSSION

Researchers get data by distributing questionnaires to customers. The evaluation criteria for this selection were measured with a Likert scale. According to Sugiono (2016: 80) the selection of the Likert scale was based on the consideration that this research was used to measure the attitudes, opinions and perceptions of respondents about the social phenomena around them. Questionnaires were distributed directly by the author to the respondents who were met directly. The questionnaire that will be used in this study is a statement regarding the

Effect of Job Satisfaction on Employee Turnover Rates at PT. Indomarco Prismatama (PT. Indomaret) Palembang.

Research Instrument Test
Validity test

According to Sugiyono (2018: 445), a valid instrument means that the measuring instrument used to obtain (measure) data is valid. The technique used to measure the validity of the questionnaire question items is correlation product moment from Karl Pearson (content validity) by correlating each item of the questionnaire question and its total, then comparing r tables and r counts. If r count ≥ r table (one way test with sig 0.05) then the instrument or question items have a significant correlation with the total score (declared valid). The completion was assisted by using the SPSS V.22.0 for Windows program. The results of the data validity test for the variable job satisfaction (X) and employee turnover rate (Y) can be seen from the following summary table:

Data validation of the Job Satisfaction variable(X)and Employee Turnover Rate

Table 1. Variable X Validity Test Results

Variable	Question Items	r count	r table	Status
Job satisfaction (X)	X1	0.563	0.214	Valid
	X2	0.502	0.214	Valid
	X3	0.494	0.214	Valid
	X4	0.420	0.214	Valid
	X5	0.506	0.214	Valid
	X6	0.516	0.214	Valid
	X7	0.463	0.214	Valid
	X8	0.514	0.214	Valid
	X9	0.467	0.214	Valid
	X10	0.488	0.214	Valid

Source: Primary data processing with SPSS 22

In table 1 which shows the validation of research data on the independent and dependent variables the following results can be obtained:

- In the job satisfaction variable (X) that all items from (5 items) are declared valid because the Corrected item total correlation shows greater than $> 0,3$0

From the table above it can be explained that the value of r count > r table is based on a significant test of 0.05, meaning that the items from job satisfaction (X) mentioned above are valid.

Table 2. Y Variable Validity Test Results

Variable	Question Items	r count	r table	Status
Employee Turnover Rate (Y)	Y. 1	0.646	0.214	Valid
	Y.2	0.710	0.214	Valid
	Y.3	0.732	0.214	Valid
	Y.4	0.614	0.214	Valid

Source: Primary data processing with SPSS 22

In the table showing the validation of research data on the independent and dependent variables, the following results can be obtained:
- On the employee turnover rate variable (Y) that all items from (5 items) are declared valid because the Corrected item total correlation shows greater than > 0.30

From the table above it can be explained that the value of r count > r table is based on a significant test of 0.05, meaning that the items from the variable employee turnover rate (Y) mentioned above are valid.

Reliability Test

Reliability test is used to determine the level of reliability of the questionnaire or the extent to which the measurement results remain consistent. The measurement results can be trusted or reliable only if in several times carrying out measurements on the same group of subjects, relatively the same results are obtained, as long as the aspects being measured in the subject have not changed.

The basis for decision making in the Cronbach's Alpha Reliability Test is that if the Alpha value is greater than r table then the questionnaire items used are declared reliable or consistent, conversely if the Alpha value is less than r table then the questionnaire items used are declared unreliable.

Table 3. Reliability Test Output Job satisfaction

Scale: ALL VARIABLES

Case Processing Summary

		N	%
	Valid	30	100.0
Cases	Excludeda	0	,0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,563	10

Source: Primary data processing with SPSS 22

From the output image above, it is known that the Alpha (α) value is 0.563 seen from the Reliability Statistics table. The r table value is 0.214. So it can be concluded that α > r table, namely 0.563 > 0.3120, meaning that the questionnaire items used can be said to be reliable or trustworthy as data collection tools in research.

Table 4. Reliability Test Output Employment Turnover Rate

Scale: ALL VARIABLES

Case Processing Summary

		N	%
	Valid	30	100.0
Cases	Excludeda	0	,0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,732	4

Source: Primary data processing with SPSS 22

From the output image above, it is known that the Alpha (α) value is 0.732 seen from the Reliability Statistics table. The r table value is 0.214. So it can be concluded that α > r table, namely 0.732 > 0.214, meaning that the questionnaire items used can be said to be reliable or trustworthy as a means of collecting data in research.

Simple Regression Test

The data obtained from the respondents in this study were analyzed using a simple linear regression model with the aim of knowing the magnitude of the contribution of the independent variables in this study, namely job satisfaction (X) to predict the variable employee turnover rate (Y) as the dependent variable. (dependent), so that it can also be explained about the independent variables that have the most influence on the dependent variable. Data management is carried out using the SPSS 22.0 program with the results as shown in the following table:

Table 5. Simple Linear Regression Analysis Output

Variables Entered/Removed

Model	Variables Entered	Variables Removed	method
1	Job Satisfaction	.	Enter

a. Dependent Variable: Employee turnover rate
b. All requested variables entered.

Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	, 126a	,016	,006	2,231

a. Predictors: (Constant),

ANOVAa

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	3,641	1	3,641	,731	, 397a
	residual	224,061	45	4,979		
	Total	227,702	46			

a. Dependent Variables:
b. Predictors: (Constant),

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	,7926	3,541		3,239	,028
	Job satisfaction	,225	.040	,527	5,618	,000

a.   Dependent Variable: Employee turnover rate

Source: Primary data processing with SPSS 22

In general, the simple linear regression formula is Y = a + bx. Meanwhile, to find out the value of the regression coefficient, we can be guided by the output in the Coefficients table below:

Table 6. Output Coeffcients Simple Linear Regression
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Beta		
1	(Constant)	,7926	3,541		3,239	,028
	Job satisfaction	,225	.040	,527	5,618	,000

a. Dependent Variable: Employee turnover rate

Source: Primary data processing with SPSS 22

In the Unstandardized Coefficients section, it is known:

a = constant number, the value is 7.926

b = The regression coefficient number, the value is 0.225

Because the value of the regression coefficient is positive, it can be said that job satisfaction (X) has a positive effect on the employee turnover rate (Y). So the regression equation is Y = 7.926 + 0.225 X. From this equation it can be interpreted:

1. A constant of 7.926 states that if there is no job satisfaction (X), then the consistent value of the employee turnover rate (Y) is 0.225

2. The regression coefficient X of 0.225 states that every 1% addition to the level of job satisfaction (X), the employee turnover rate (Y) will increase by 0.225

Hypothesis Testing in Simple Linear Regression Analysis

Hypothesis Testing in Simple Linear Regression Analysis Hypothesis testing or effect testing serves to determine whether the regression coefficient is significant or not. The hypothesis that the author proposes in this simple linear regression analysis is:

Ho: There is a significant influence between job satisfaction and employee turnover rates

Ha : There is no significant effect of job satisfaction with employee turnover rates

Meanwhile, to ascertain whether the regression coefficient is significant or not (in the sense that variable X has an effect on variable Y), this hypothesis test can be done by comparing the calculated t value with t table (t test) or in another way, namely by comparing the value significant (Sig.) with a probability of 0.05.

Testi Hypothesis Comparing Sig. With 0.05
        The basis for decision making in the regression analysis by looking at the significance value (Sig.) of the SPSS output results are:
 1) Jika significance value (Sig.) < probability 0.05 means that there is an effect of job satisfaction (X) on the employee turnover rate (Y).
  2) Conversely, if the significance value (Sig.) > probability 0.05 means that there is no effect of job satisfaction (X) on the employee turnover rate (Y).

Partial Test Results (t test)
        This test is used to determine whether the independent variable (X) has a significant effect on the dependent variable (Y). Significant means that the effect that occurs can apply to the population (can be generalized).
The basis for decision making in the t test is:
    1.) If the t count > t table, then there is an effect of job satisfaction (X) on the employee turnover rate (Y).
    2.) Conversely, if the value of t count <t table, then there is no effect of employee satisfaction (X) on the employee turnover rate (Y).

Table 7. Partial Test Results (t test)
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	**std. Error**	**Beta**		
1	(Constant)	,7926	3,541		3,239	,028
	Job satisfaction	,225	.040	,527	5,618	,000

a. Dependent Variable: Employee turnover rate
Source: Primary data processing with SPSS 22

        Based on the output above, it is known that the t count value is 7.926. Because the t count value has been found, the next step is to look for the t table value. The formula for finding the t table is:
        Value a : 2 = 0.05 : 2 = 0.025
        Degrees of freedom (df) = n – 2 = 30 – 2 = 28
        Value 0.025 ; 36 Then looking at the distribution of the t table values, the t table value is 0.214. Because the t count value is 7.926 > t table 0.214, so it can be concluded that Ho is rejected and Ha is accepted, which means that There is a positive and significant effect of job satisfaction (X) on the level employee turnover (Y). Seeing the Magnitude of the Effect of Variable X on Y To find out the magnitude of job satisfaction (X) on the employee turnover rate (Y) in a simple linear regression analysis, we can be guided by the value of R Square or R2 contained in the following SPSS output:

Table 8. Simple Linear Regression Summary Model Output
Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	, 527a	,278	,269	1.403

a. Predictors: (Constant),
Source: Primary data processing with SPSS 22

Source: Primary data processed (2022)

Based on Table 4.32 the value of the correlation coefficient is 0.527. So that it can be stated that there is a positive relationship between the job satisfaction variable and the employee turnover rate variable which is categorized as moderate, as the guidelines for interpreting the correlation coefficient according to Sugiyono (2018: 127) are as follows:

Table 9. Guidelines for Providing Interpretation
Correlation coefficient

Coefficient Intervals	Relationship Level
0.00 – 0199	Very low
0.20 – 0.399	Low
0.40 - 0.599	Currently
0.60 – 0.799	Strong
0.80 – .1.000	Very strong

Source: processed by the author

Discussion

BBased on the formulation of the problem raised in this study, it will be discussed whether job satisfaction has an influence on the employee turnover rate of PT. Indomarco Prismatama (PT. Indomaret) Palembang as follows:

1. PInfluence of job satisfaction variable (X) on employee turnover rate (Y) PT. Indomarco Prismatama (PT. Indomaret) Palembang B Based on the results of hypothesis testing, it can be seen that partially the job satisfaction variable has a positive and significant effect on the employee turnover rate. PT. Indomarco Prismatama (PT. Indomaret) Palembang. This can be seen from the t-test > t-table or 7.926 > 0.214 with a significance value of 0.000 <0.05. The results of the study partially show that job satisfaction has a significant positive effect on the employee turnover rate of PT. Indomarco Prismatama (PT. Indomaret) Palembang.
2. B Based on the results of hypothesis testing, it shows that there is an effect of job satisfaction on the employee turnover rate of PT. Indomarco Prismatama (PT. Indomaret) Palembang.

CONCLUSIONS

Conclusion

PThis research is intended to determine the effect of job satisfaction on the employee turnover rate of PT. Indomarco Prismatama (PT. Indomaret) Palembang. Based on the results of hypothesis testing it is proven that job satisfaction has a positive and significant effect on the employee turnover rate at PT. Indomarco Prismatama (PT. Indomaret) Palembang. This is based on the calculation results of simple linear regression analysis (X) (7,926) ≥ t-table (0.214), and sig (0.000) ≤ (0.05). Therefore, companies must provide programs that have a positive impact on increasing job satisfaction. In other words, the better the job satisfaction, the higher the employee turnover rate at PT. Indomarco Prismatama (PT Indomaret) Palembang.

Suggestion

1. PT. Indomarco Prismatama (PT. Indomaret) Palembang. has implemented good employee performance which is also influenced by strong job satisfaction so as to increase employee turnover rates. It is hoped that in the future employee performance will be maintained and further improved in order to create quality employee performance so as to have a positive impact on the organization's company.
2. u For future researchers, it is hoped that they can make improvements so that the research results can be more comprehensive and more comprehensive than this study.

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