The Effect of Turnover Intention on Employee Productivity of PT. Bangun Bersama Computindo Jakarta

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Article Info	Abstract
	The aim of this research is to determine the effect of turnover intention on employee productivity PT. Bangun Bersama Computindo Jakarta. This research uses a quantitative descriptive method with data collection techniques through distributing questionnaires and library data. In this study, the sample used the Slovin formula 55 employees on variable turnover PT. Bangun Bersama Computindo Jakarta, using simple linear regression data analysis techniques. The results of this research show that there is no influence between turnover intention to employee productivity, and variable turnover intention has a correlation currently and has an influential contribution of 19,7% on employee productivity variables. It is hoped that the results of this research will contribute to further research.
	Abstrak
	Tujuan penelitian ini adalah untuk mengetahui pengaruh *turnover intention* terhadap produktifitas karyawan pada PT.Bangun Bersama Computindo Jakarta. Penelitian ini menggunakan metode dekriptif kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner, dan data pustaka. Dalam penelitian ini sampel menggunakan rumus Slovin berjumlah 55 karyawan pada PT.Bangun Bersama Computindo Jakarta, dengan menggunakan teknik analisis data regresi linear sederhana. Hasil dari penelitian ini menunjukan bahwa tidak terdapat pengaruh antara *turnover intention* terhadap produktifitas karyawan, dan variabel *turnover intention* memiliki korelasi sedang serta memiliki kontribusi pengaruh sebesar 19,7% terhadap variabel produktifitas karyawan. Hasil penelitian ini diharapkan memberikan kontribusi untuk penelitian selanjutnya.

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1. INTRODUCTION

PT. Bangun Bersama Computindo or in short, BBC, founded in Jakarta, is a company engaged in the distribution of computer equipment since May 25 2015. PT Bangun Bersama Computindo Jakarta is located in Sawah Besar District, Central Jakarta City, DKI Province. The employee turnover phenomenon also occurs at PT. Bangun Bersama. Computindo Jakarta, as a company that is concerned about the sympathy of its employees, the importance of the employee maintenance program, especially those with long service periods, the company strives to provide optimal internal services, so as to reduce things that have the nature of disrupting the company's continued existence, especially the level of turnover intention.

According to Prayogi, et al in (Uki Yonda Asepta & Dhevira Pramitasari, 2022), turnover intentions condition for someone to leave the organization or job they have to get a better job.

Turnover is defined as the proportion of organizational members who voluntarily and no voluntarily leave the organization within a certain period of time. Generally expressed in one year and turnover should not be more than 10 percent per year. A high level of employee turnover will certainly disrupt the company's operations and in turn will affect the targets achieved (Ridlo, in (Eko Nur Fu'ad & Asep Gugun Gumilar, 2018)

According to Mathis & Jackson deep (Bintang Narpati et al., 2020)Turnover intention is the condition of an employee who consciously looks for another job by moving from one organization to another.

According to (Wahyuni, Zaika, and Anwar 2015) the factors indicated to influence the turnover intention of a company are employee relations and compensation. Meanwhile, according to (Etnaningtiyas 2011), namely personality job fit, education, age and gender. Meanwhile, according to (Firdaus 2017) turnover intention is influenced by job satisfaction and organizational commitment. Meanwhile, according to (Ramasari and Wahyuningtyas 2014) there are 4 factors that influence turnover intention in a company, namely work stress, job satisfaction, career development, and organizational commitment. Meanwhile, according to (Tedjo 2016) factors that can influence turnover intention are work stress, employee relations, compensation, work environment, job satisfaction, organizational culture, and organizational commitment, in (Lidia Halim & Kevin Antolis, 2021)

The desire to move means that the employee is still in the desire stage and has not yet moved. Even though it is just a wish, this is a threat because if it is not managed, employee turnover can actually happen. Another impact of this desire is decreased performance (Syafrizal, 2011) and productivity (Fu'ad and Gumilar, 2018) in (Riski Eko Ardianto & Muhamad Bukhori, 2021)

By reducing the level of turnover intention, of course it can have a positive impact on organizational or company goals, one of which is increasing company performance and productivity. By increasing company productivity, individual employee goals, company goals and general company goals can be achieved effectively and efficiently.

According to Hadari Nawawi in (Berti Anggun Melati, 2022) stated that: "Employee productivity is an inverse comparison between the results obtained (output) and the amount of work resources used (input).

Labor productivity according to Yusuf in (Ryani Dhyan et al., 2021)is a comparison between the results achieved with the labor market per unit time and as benchmarks for the expansion and activity of the resources used during productivity by comparing the amount produced with each resource used.

An employee's productivity can be measured from the total output produced by an employee in doing his work (Zivin in (Mufty Aspiyah & S. Martono, 2016)

Based on research results with the same variables, according to(Bintang Narpati et al., 2020) *Turnovers* has a positive effect on work productivity as well as job satisfaction,*Turn Over intention* also has a significant effect on work productivity((Syahril & Sari, 2021)**,**Turnover Intention has a significant effect on employee work productivity(Deni Istiono, 2021).

The results of previous research with several similar variables, researchers are very interested in stage of research entitled the effect of turnover intention on employee productivity in .PT. Bangun Bersama Computindo Jakarta.

2. RESEARCH METHOD

The method used in this research is a quantitative descriptive method, with a Simple Correlation Analysis and Simple Regression approach to measure the relationship between variables. By using a measuring instrument, the variable used is a Likert scale, where this scale can be used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena.

In this research, the population used was all employees in PT. Bangun Bersama Computindo Jakarta, totaling 120 employees. Meanwhile, determining the sample size can be done using the Slovin Formula with a confidence level of 90% (a= 0.1) so that the sample size is known as 55 employees. In this research, the data that will be collected is primary data and secondary data. The data analysis technique uses quantitative descriptive methods, Spearman rank correlation, coefficient of determination analysis, and tests carried out using SPSS.

Hypothesis

In this research, it can be described in more detail regarding the formulation of hypothesis testing;

H1: $\rho = 0$	There is a significant influence of turnover intention on employee productivity
Ho: $\rho \neq 0$	There is no influence of turnover intention on employee productivity

Analysis Model Techniques

According to Trianggana (Almumtazah et al., 2021) Regression analysis is a statistical calculation to test how closely the relationship between variables is. The simplest and most frequently used regression analysis is simple linear regression. In regression analysis there is one dependent variable which is usually written with symbols*Y*and one or more independent variables which are usually written with symbols*X*.

Operational definition of turnover intention variable; 1) thinking about leaving, 2) searching for alternative jobs, 3) intention to leave the job**,** Meanwhile, the operational definition of employee productivity variables, 1) ability, 2) increasing the results achieved 3) work enthusiasm, 4) self-development, 5) quality, 6) efficiency. The research design in this study can be explained by the influence *turnover intention* is a variable X or *Independent variables*(independent variable), while the employee productivity variable is variable Y. as the dependent variable (*dependent variables*).

3. RESEARCH RESULTS AND DISCUSSION

In testing the validity of this research using a formula ***Pearson Product Moments*** (Bivariate Pearson). The test criteria for declaring an item valid are, if r count > r table. Test the validity of the variable instrument *turnover intention*(X) it was concluded that 12 instrument items were declared valid, while 10 employee productivity variables (Y) were declared valid. The test uses a two-sided test with a significance level of $\alpha = 0.05$ with n = 10, so the r table = 0.632. The test criteria for declaring an item valid are calculated r > r table this validity test was carried out on 10 non-sample respondents.

To get an idea of the level of accuracy (reliability), a reliability test is used, which is the data collection tool (instrument) used, where this test is carried out using the formula ***Cronbach's Alpha*** using the help of the SPSS program. The test criteria for declaring an item reliable are calculated r > r table.. Based on the calculation results, it is concluded that each item that has been declared valid is reliable with a significance level of $\alpha = 0.05$ and the degree of freedom dk = n-1 = 10– 1 = 9, a significance of 5%, so it is obtained r table = 0.666. On variables *turnover intention*(X) r count = 0.926, the greater r table = 0.666, then it is reliable, and the employee productivity variable (Y) r count = 0.894, the greater r table = 0.666, then it is reliable

.In this research, a simple linear regression analysis technique (simple linear regression) was used. According to (Lysta Lestary & Harmon, 2017)In the regression equation, it is a formula that finds the value of the dependent variable from the known value of the independent variable. The regression coefficient is a value that measures the magnitude of the influence of X on Y if X is increased or decreased. Based on the results of the simple regression analysis that has been carried out, it can be explained in table 1 as follows;

Table 1
Simple Regression Analysis Table

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	81,563	5,064		16,105	,000
	X	-373	.122	.-443	-3,049	,004

a. Dependent Variable: employee productivity

Source: Data processed from SPSS

Based on the calculations above, a regression equation can be obtained which can be used to predict, namely; Y' = 81.563 – 0.373x. To find out to what extent variable x influences variable y, use the t test, If value of **t count**> mark **t table**, then there is an influence of variable X on variable Y. If the value of **t count**< mark **t table**, then there are none influence variable X to variable Y. To find the t table value, you can use the formula: t table = t (α/2; n-k-1), so you get a t table value of 2.006 > t count (-3.049), so it can be concluded that: H0 is rejected, which means there is no influence of variable x on variable Y.

From the calculation results in table 2 of the termination coefficient above, it can be concluded that turnover intention has a contribution of 19.7% to employee work productivity, while the remaining 80.3% is influenced by other factors that have not been studied.

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Table 2
Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.443a	,197	,175	6,065

a. Predictors: (Constant), training

Source: Data processed from SPSS

4. CONCLUSION

Based on the test results and analysis of the relationship between variable X and variable Y regarding the influence of turnover intention on employee productivity PT. Bangun Bersama Computindo Jakarta that there is no influence between the turnover intention variable on the employee productivity variable, the t table value (2,006)> t count (-3,049). Then the turnover intention variable has a moderate correlation with an r value of 0.443 (located in the correlation coefficient interval of 0.40-0.599) and has an influential contribution of 19.7% to the employee productivity variable, while the remaining 80.3% is influenced by other factors. . Furthermore, it can be seen that the regression equation that can be used to predict is Y' = 81.563 – 0.373x

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