

ID 007-K

Effect of Turnover on Employee Performance at PT. Super Sinar Abadi in Jakarta

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Abstract. *This study aims to determine the effect of turnover on employee performance on PT. Super Sinar Abadi in Jakarta. The method used is explanatory research with a sample of 86 respondents. Analysis techniques use statistical analysis with regression testing, correlation, determination and hypothesis testing. As a result of this study, turnover variables obtained an average score of 3,444 with good criteria. Employee Performance Variables obtained an average score of 3,080 with good criteria. Turnover negatively and significantly affects Employee Performance with regression equation value $Y = 49.627 - 0.547X$, and correlation coefficient value -0.603 or has a strong negative relationship rate with a determination value of 36.4%. Hypothetical test obtained significance of $0.000 < 0.05$ means that there is no positive influence between Turnover on Employee Performance..*

Keywords: *Turnover, Employee Performance*

1. INTRODUCTION

The success of an organization is strongly influenced by the quality of human resources, therefore it is very important that a company has the quality of human resources needed. HR management problem itself is a complex problem because it is not only a matter of administration, law and legislation but also psychological aspects related to the fulfillment of needs and aspirations that can be channeled and the intensity of a job. In order for the creation of a solid organization to achieve the objectives of the organization required employees who have high loyalty to their work even though basically building an employee loyalty is not easy, many obstacles faced such as turnover or the intention of a person to get out of a job and look for new challenges outside. Employee turnover is generally calculated in one year and turnover should not exceed 10% per year (Supriyanto in Andriyani Prawitasari, 2014:178),

With the turnover of employees is intended the flow of employees in and out of the company which is basically a guide to employee stability, meaning that with the higher the turnover of employees means the higher or more frequent the occurrence of employee replacement, the greater the loss of the company concerned and can also affect the work productivity of employees within a company.

High employee support can cause losses for the company because in addition to hindering work productivity, employees who come out will bring a variety of costs such as employee withdrawal costs, training costs, severance costs, and so on. The more frequent employee turnover that occurs, the more frequent the change of employees and will hinder the work productivity of employees in a company.

Performance is usually continuous with the results of work or the quality and quantity that a person achieves against the job targets given to them. According to Bacal in Wibowo (2016:7), it views performance management as a continuous communication process in partnership between employees and their superiors directly. This communication process includes activities to build clear expectations and understanding of the work done. The communication process is a system, has a number of parts that must all be included, if this performance management wants to provide added value for organizations, managers and employees.

PT. Super Sinar Abadi is a company engaged in the distributor of zinc roof steel where the marketing orientation is more to the fulfillment of walls and roofs of factories made of steel with a thickness of more than 1 mm. With the increasing cost of wood in some areas in Indonesia making zinc steel business opportunities become wide open, they must be able to compete well in meeting the needs of coated steel in several industrial sectors.

Marketers of a company are required to have a good sales strategy by utilizing these open opportunities. But in fact the company is perceived to be too high in setting its sales targets so that in recent years more and more employees are leaving both marketing divisions, warehouses and other parts. The high level of in and out or turnover of employees becomes a burden on the company is also higher considering it will interfere with sales or revenue. Based on the background above, kana author interested in conducting research with the title" *Effect of Turnover on Employee Performance on PT. Super Sinar Abadi in Jakarta*"

2. LITERATURE REVIEW

2.1. Turnover

Turnover is the demand of external demands regarding a person, such as objects in an environment or a stimulus that is objectively harmful. (Rivai and Mulyadi, 2010:288).

2.2. Employee Performance

Performance is a comparison between output (result) and input. If performance rises this is only possible by the improvement of efficiency (time-materials-labor) and work systems, production techniques and the improvement of the skills of the workforce. (Hasibuan, 2012:172).

3. RESEARCH METHODS/METHODOLOGY

The population in this study amounted to 86 respondents of PT. Super Sinar Abadi in Jakarta. Sampling techniques in this study are saturated samples, where all members of the population are used as samples. Thus the sample in this study sample used amounted to 86 respondents. The type of research used is associative, where the goal is to know or find the connection between independent variables to their dependent variables. In analyzing the data used validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, determination coefficient analysis and hypothesis testing.

4. RESULTS AND DISCUSSION

4.1. Descriptive Analysis

In this test is used to know the minimum and maximum score of the highest score, raiting score and standard deviation of each variable. The results are as follows:

Table 1. Descriptive Statistics Analysis Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Turnover (X)	86	16	49	34.44	7.851
Kinerja Karyawan (Y)	86	17	48	30.80	7.112
Valid N (listwise)	86				

Turnover is obtained by minimum variance of 16 and variance maximum of 49 with rating score of 3.444 with standard deviation of 7.851. This score is included in the sakala range of 3.40 - 4.19 with either criteria or agree. Employee performance obtained a minimum variance of 17 and a maximum variance of 48 with a rating score of 3,080 with a standard deviation of 7,112. This score is included in the sakala range of 2.60 - 3.39 with less good criteria or less agree.

3.2. Verification Analysis

This analysis is intended to determine the effect of independent variables on dependent variables. The test results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine the change in dependent variables if independent variables change. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	49.627	2.784		17.827	.000
	Turnover (X)	-.547	.079	-.603	-6.934	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation $Y = 49.627 - 0.547X$ is obtained.

b. Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the strength level of the relationship of independent variables to dependent variables. The test results are as follows:

Table 3. Result of Coefficient Of Turnover Correlation to Employee Performance.

Correlations ^b			
		Turnover (X)	Kinerja Karyawan (Y)
Turnover (X)	Pearson Correlation	1	-.603**
	Sig. (2-tailed)		.000
Kinerja Karyawan (Y)	Pearson Correlation	-.603**	1
	Sig. (2-tailed)	.000	

** . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=86

Based on the test results obtained a correlation value of -0.603 means turnover has a strong negative relationship to employee performance.

c. Analysis of Coefficient of Determination

Coefficient analysis of determination is intended to determine the percentage of influence of independent variables on dependent variables. The test results are as follows:

Table 4. Result of Coefficient of Turnover Determination on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.603 ^a	.364	.356	5.706

a. Predictors: (Constant), *Turnover* (X)

Based on the test results obtained a determination value of 0.364 means turnover has an influence contribution of 36.4% on Employee Performance, while the remaining 63.6% is influenced by other factors that were not researched.

d. Hypothesis Test

Hypothesis testing with t test is used to determine which hypothesis is accepted.

Hypothetical formulation: There is a significant influence between Turnover on Employee Performance.

Table 5. Result of Turnover Hypothesis Test on Employee Performance.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	49.627	2.784		17.827	.000
	<i>Turnover</i> (X)	-.547	.079	-.603	-6.934	.000

a. Dependent Variable: Employee Performance(Y)

Based on the test results in the table above, obtained the value of t calculate < t table or (-6.934 < 1.989), thus the hypothesis proposed that there is no positive influence turnover on employee performance received.

4. Discussion of Research Results

1. Condition of Respondents' Answer to Turnover Variable

Based on respondents' answers, the turnover variable obtained rating score of 3,444 was in the range of scale 3.40 - 4.19 with good criteria or the majority of respondents gave an agreed assessment.

2. Respondents' Answer Condition Variable Employee Performance

Based on respondents' answers, employee performance variable obtained rating score of 3,080 was in the range of scale 2.60 - 3.39 with poor criteria or the majority of respondents gave a less agreeable assessment.

3. Effect of Turnover on Employee Performance

Turnover has a significant negative effect on Employee Performance with regression equation $Y = 49.627 - 0.547X$, correlation value of -0.603 or has a strong relationship with influence contribution of 36.4%. Hypothesis testing obtained the value of $t < t$ table or (-6.934 < 1.989). Thus the hypothesis proposed that there is a significant negative effect between Turnover to Employee Performance is accepted.

CONCLUSION

Variable Turnover obtained rating score of 3.444 is in the range of scale 3.40 - 4.19 with good criteria or agree. Employee Performance Variable obtained rating score of 3,080 is in the range of scale 3.40 - 4.19 with good criteria or agree. Turnover had a significant negative effect on Employee Performance with regression equation $Y = 49.627 - 0.547X$, correlation value of -0.603 or strong negative and influence contribution of 36.4% while the remaining 63.6% was influenced by other factors. Hypothetical test obtained t value $< t$ table or $(-6.934 < 1.989)$.

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