

Effect of Job Insecurity, Workload, Employee Turnover Intention on the Work Environment at PT Tayoh Sarana Sukses

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Abstract: The purpose of the research is to identify the impact of Job Insecurity, Workload, Turnover Intention on the Work Environment. Employees of PT. Tayoh Sarana Sukses research is the object of this quantitative research. A total of 100 respondents as a sample in this research. This study uses "Structural Equity Model (SEM)"-SmartPLS 3.0 for hypothesis testing. The results of the analysis show that job insecurity has a positive and significant impact on the work environment. Workload has a positive and significant impact on the work environment. And Turnover intention has a negative and significant impact on the work environment. So the conclusion from the findings of this research is that job insecurity, workload, turnover intention have a significant impact on the work environment.

Keywords: Job insecurity, Workload, Turnover Intention, Work Environment

INTRODUCTION

In a company's business activities, human resources are a significant factor. They are valued as assets because of their contribution to the company's long-term success. To achieve its goals, companies need to pay attention to the welfare of their employees. That way, employees can do quality work and don't want to leave the company because of a lack of attention from the company. We must be able to adapt to new situations in today's increasingly complex era. Workers in the workplace face various challenges and difficulties, both internally and externally.

PT. Tayoh Sarana Sukses was founded in November 1997 in Bekasi, Indonesia. Initially, the company focused solely on serving the Indonesian telecommunications market, and the continued growth shown by the industry inspired the company to take this field further. After success in the Telecommunications industry, PT Tayoh Sarana Sukses decided to expand its business in 2010 to become the Plastic Injection Industry. This infiltration decision was due to this industry's fast-growing and limitless needs. Hence, the company believes that it will be able to achieve a bright future both locally and globally.

The work environment is very important in a company. Therefore it needs to be considered by management. Employees who perform production tasks are directly affected by their work environment, even though the work does not actually perform the production tasks. Employees will be more productive if they feel safe and secure at work.

A comfortable work environment is the right of employees. A relaxed environment is not only a harmonious relationship between co-workers (immaterial) but also related to the physical work environment, such as a fresh room or air conditioner (AC) where employees work, lighting conditions that are adapted to the employee's work, room aroma, etc. make employees feel that their activities at work are not disturbed (Bintang Narpati, Indra Lubis et al 2021)

(Putra & Rahyuda, 2016) in (Purwati & Maricy, 2021) said that a work environment is a place or atmosphere where employees perform their duties in a safe, comfortable, and clean environment, which can determine a company's success. (Rahmawati et al. 2014) in (Purwati & Maricy, 2021) suggests that companies must produce a tangible and intangible work environment to achieve their goals.

Some factors affect the conditions of the work environment, namely the existence of problems that exist in the company, namely *job insecurity* or insecurity where employees feel threatened or anxious about losing their jobs which is because in the company, there are still company policy factors such as the presence of contract/non-permanent employees, this can lead to high anxiety towards employees. Job insecurity is when an employee feels incompetent to maintain his existence in the workplace during a threatening situation (Edwin and Muhammad, 2019) in (Muhammad, 2021).

Apart from *job insecurity*, another factor is workload. A large workload for employees can affect employee morale. The workload is a factor that needs to be considered because if an employee's workload is not in accordance with his expertise, it will have a negative effect on the company. (Qureshi et al., 2013) in (Muhammad Arfian, 2021) states that the workload is the workload that is set or directs employees to work. The amount of work that is an employee's responsibility can be presented in the form of work targets, working hours, and their ability to carry out work.

Other factors can affect the work environment, namely *turnover intention*. Employees with turnover intentions want to leave because they do not like working at their current company. Because of this, companies are forced to spend a lot of money on recruiting and training new workers and other factors that make the workplace less pleasant from a financial point of view. A significant turnover intention will cause severe problems for the company, and a decrease in employees will negatively impact the company because the quality of work is disproportionate, which will make the working environment unfavorable. The absence of reliable and capable human resources, even if supported by good infrastructure, will always

hinder the company's development. In the wrong hands, this can have a negative impact on the company. Thus, Table 1 shows the number of employees who will leave in 2019-2021.

Table 1. Turnover Intention Data for the 2019-2021 Year

Years	Number of Employees Beginning of the Year	Number of Employees at End of the Year	Number of Employees Entering	Number of Employees	Turnover Employee
2018	124	129	35	28	22%
2019	126	122	10	17	13.70%
2020	122	122	9	9	7, 30%
2021	122	130	33	23	18.20%

Source: 2021 company data

Table 1 shows Turnover for the last 4 years at PT Tayoh Sarana Sukses. Total employees face instability, and employee turnover occurs (Turnover). In 2018 Turnover reached 22%, which in 2018 increased, then the following year in 2019, there was a reduction of around 13.7%, in the following year in 2020, there was a decline of around 7.3%, and in 2021 faces an increase of around 18.20%. It can be concluded that the Turnover is inconsistent and tends to be relatively high. This can be said to be a problem of increasing turnover intention. The work environment is crucial for the company because if the conditions or atmosphere of the work environment are excellent or conducive, it will be able to affect the production process or the mood of the employees where the employees will feel safe and can work optimally.

Formulation of problem

In accordance with this background, as a result, the questions that will be described can be formulated to determine hypotheses for subsequent research, namely:

1. Does job insecurity impact on the work environment in PT Tayoh Sarana Sukses?
2. Does the workload have an impact on the work environment in PT Tayoh Sarana Sukses?
3. Does Turnover Intention have an impact on the Work Environment of employees in PT Tayoh Sarana Sukses?
4. Do Job Insecurity, Workload, Turnover Intention have an impact on the work environment of employees at PT Tayoh Sarana Sukses?

LITERATURE REVIEW

Work Environment

Employees will feel more comfortable in a work environment that is conducive to their well-being. The work environment is defined by Nitisemito in (Vivi Maqfiranti, Herman Sjahruddin, 2014: 4) as everything that surrounds employees and has an impact on their obligations. According to (Supardi, 2003:37) in (Danthi, 2017) Saying that the conditions around the workplace, both physically and non-physically, can bring us a pleasant impression of feeling comfortable, calm, and excellent of heart and give the impression of being at home at work and so on.

It is possible to categorize the environment into two broad categories: general and specific. Any external factors that have the potential to affect the organization are considered

as part of the general environment. Social and technological factors shape this environment. A work environment is a place or condition where employees take appropriate action when they feel comfortable, safe, and clean, which can determine the success of an organization. In contrast, the unique environment is part of the environment that is directly related to the achievement of organizational goals (Putra and Rahyuda, 2016).). Health, welfare, safety, and satisfaction at work are indicators of a positive work environment, according to Rahmawati et al. (2014).

According to Sedarmayanti (2010: 22), the work environment consists of 2 measurement scales, namely:

1) Physical Work Environment

a. Lighting or light

Lack of light can cause poor visibility, slow work, make many mistakes, and ultimately result in a lack of efficiency in doing work.

b. Air

Temperature varies throughout the human body under certain conditions, but the body's ability to adapt to the system is limited.

c. Humidity

Humidity affects the condition of the human body. When the air temperature is hot, and the humidity is high, it will result in a sharp decrease in body temperature due to the transpiration system. The faster the heart rate, the more active the blood circulation to meet the oxygen needs of humans.

d. Air Circulation

When oxygen levels drop and toxic gases and odors mix with the air, it is known as contaminated ambient air. This should not be left too long because it can damage the health of the body and accelerate fatigue.

e. Noise Noise

Jobs requiring focus must avoid noise so that work can be carried out effectively, increasing labor productivity. There are 3 aspects in determining sound quality, namely: duration of the noise, the intensity of noise, and frequency of the noise.

f. Mechanical Vibration

In general, mechanical vibration can predispose the body to develop various diseases, including impaired concentration, fatigue, eyes, nerves, blood circulation, muscles, bones, etc.

g. Aroma The

The presence of odors in the workplace can affect concentration in the workplace, and certain odors can affect olfactory sensitivity and be considered environmental pollution.

h. Coloring The

type of color has a significant effect on emotion. Because the nature of color stimulates human emotions, the type and influence of color can cause emotions such as likes and dislikes. Color not only stimulates emotions but also reflects the light it receives.

i. Decoration

Decoration affects good color planning, so decoration refers not only to the decoration of the workplace but also to the arrangement of the layout, color scheme, equipment, and the like for the job.

j. Music

Music with soft tones depending on the mood, time, and place, can wake up employees and inspire their work. Therefore, mistakes in choosing the type of music to play at work interfere with concentration, so you need to choose an effective type of music to boost your spirits.

2) Non-Physical Work Environment Working

a) Relationships Working

relationships are all conditions that occur, including working relationships with superiors and relationships with colleagues and subordinates.

b) Work

the atmosphere Work atmosphere is a conducive work atmosphere, for example, comfort.

Job Insecurity

Greenhalgh & Rosenblatt, 2010 in (Ridho & Syamsuri, 2019) defines job insecurity as the inability to maintain work conditions that are expected to be threatening. Greenhalgh and Rosenblatt suggest four important factors for job insecurity: desired continuity of work (desired continuity), threats (threats), risky job characteristics, and powerlessness. It has been stated that job insecurity is caused by the inability of a person (employee) to adapt to a changing work environment, according to Saputra (2017).

Job insecurity consists of two types, namely quantitative and qualitative job insecurity. The fear of losing the job and the fear of losing a job are quantitative job insecurity. Job insecurity is defined as uncertainty about one's status at work, such as declining working conditions, lack of career options, or declining income. These two different types of job insecurity are related to the stress that comes with possible job loss. They are based on one's perspective and understanding of one's environment and circumstances (Hellgren et al. 2002) in (Sukmana Fajar., 2016). Based on the experts' understanding above, it can be summarized that job insecurity is a condition that an employee feels, such as anxiety, fear of losing his job, and uncertainty about future work continuity. Variable job insecurity can be assessed using indicators based on the explanation according to Nugraha (2010) as follows:

- a. Meaning of work for a person
- b. Intimidation of work perceived by employees
- c. Level of threats that may occur and affect individual work as a whole
- d. Inability to feel employees
- e. Level of threat to work in the following year.

Workload

According to Ali (2002) in (Kristiyanto & Khasanah, 2021), Workloads are things that feel burdensome, goods or carrying things that are difficult to do as a burden. There are two types of workload: physical and psychological. The physical workload can be heavy lifting, thrusting, etc. In comparison, a person's mental workload may be different from others based on his professional experience. The workload that is felt to be burdensome and causes prolonged fatigue will increase the chances of an employee leaving the company, and this can

make the work environment not conducive. According to Hart & Staveland in (Putri et al., 2020), workload results from the interaction between task demands, skills, and workers' perceptions of the work environment that is used as a workplace.

The workload is described in the Ministerial Regulation in No. 12/2008 explains that the workload is a product of time and effort, the effort to determine how much work is expected to be completed by a position/organizational unit. When employees are better able to meet the demands of their jobs, boredom may set in. When a person's employability is less than the demands of their profession, they are more likely to experience burnout. There are three types of work assigned to employees: work that meets standards, work that is too high (overcapacity), and work that is too low (underutilization).

According to (Koesomowidjojo, 2017:33), the following workload indicators can be used to estimate how much workload is expected to be completed by an employee:

- a. Work conditions
- b. use of working time
- c. that must be achieved

Turnover Intention

Turnover intention, if translated into Indonesian, is a desire to move, which in this context is the willingness to change places of work. Employees leave because they are looking for comfort at work. Because working conditions that do not meet employee expectations can increase turnover intention. According to Mobley et al. (1978 in (Gayatri & Muttaqiyathun, 2020), "turnover intention" refers to the desire of employees to leave their current job or move to a new job of their own accord. According to Harnoto (2002) in (Gayatri & Muttaqiyathun, 2020), the turnover intention is the level or strength of desire or leave the company. There are many reasons for the intention to quit, one of which is the dream of getting a better job.

Based on the explanation above, it can be summarized that turnover intention is a situation that must be addressed immediately by the company. If the company reviews the appearance of signs of intention to leave, the company must immediately overcome the possibility of an intention to leave. According to Manurung and Ratnawati (2012) in Sarifah (2014), there are several indicators of turnover intention as follows:

- 1. Thoughts get out of work
- 2. Will in order to get job vacancies
- 3. There is hope of leaving the job

Table 2. Relevant Previous Research

No	Author (year)	Research Results	Differences / Novelty
1	Wulandari, Faiqoh Riski & Rizana Dani (2020)	1. Job insecurity and job stress have a positive and significant effect on job dissatisfaction. Meanwhile, on turnover intention, there is no positive and significant effect. 2. Job dissatisfaction variable has a positive and significant impact on turnover intention. 3. Job dissatisfaction cannot mediate the effect of job insecurity on turnover intention but can mediate the effect of job stress on turnover intention.	Differences in workload and work environment

2	Gayatri & Muttaqiyat hun (2020)	<ol style="list-style-type: none"> 1. job insecurity and job satisfaction have no significant effect on turnover intention 2. workload has a negative and significant effect on turnover intention 3. organizational commitment has a significant positive effect on turnover intention 	Differences in the work environment
3	Denizia Rizky & Tri Wulida Afrianty (2018)	<ol style="list-style-type: none"> 1. Workload has a direct effect on work-life balance 2. Workload has a positive effect on work stress 3. Work-life balance has a negative effect on work stress, and work stress can mediate workload through work-life balance. 	Differences in job insecurity, turnover intention, and work environment
.4	Siti Solehah & Sri Langgeng (2019)	Variables Leadership style, workload, and job insecurity simultaneously have a significant influence on the Turnover Intention variable.	Differences in the work environment
.5	Titi Setyawati & Widhy Setyawati (2021)	<ol style="list-style-type: none"> 1. job insecurity, workload, and work stress have a significant positive effect on turnover intention, 2. job insecurity and workload have a positive effect on turnover intention through work stress. 	Differences in the work environment
6	Erika Mauldina (2020)	job insecurity and workload have a positive and significant effect on turnover intention, and compensation has a negative effect on turnover intention.	Differences in the work environment
7.	Astri Ayu & Sisilia Maricy (2021)	Partial workload has no significant effect on turnover intention, work environment and job insecurity partially have no effect on turnover intention	Differences in the work environment (y)
8.	Mochamad Syaharudin et al (2017)	Job insecurity and work environment have a significant influence on turnover intention and job stress.	Differences in workload and work environment (y)
9.	Amni Hayati et al. (2021)	there is a significant influence between work leadership and work environment on turnover intention.	Differences in job insecurity, workload, and work environment (y)
10.	Azizaturrahma N, et al(2020)	<ol style="list-style-type: none"> 1. Job insecurity has a significant effect on turnover intention 2. Work stress and workload have a significant positive effect on turnover intention 	Differences in the work environment
11.	Medysar S et al. (2019)	<ol style="list-style-type: none"> 1. Job insecurity has a significant positive effect on job stress and turnover intention 2. Job stress has a significant positive effect on the turnover intention of the employee 	Differences in workload and work environment
12.	Mas Yogi Aslian (2019)	Workload and work environment have an effect on employee performance together.	Differences between job insecurity and work environment (y)
13.	Tomi Kristiyanto & Nur Khasanah (2021)	<ol style="list-style-type: none"> 1. Workload and job insecurity have a significant effect on turnover intention 2. Leadership style has no significant effect on turnover intention 	Differences in the work environment (y)
14.	Worang B & Mujiati N (2020)	<ol style="list-style-type: none"> 1. Work stress and employee compensation have a positive and significant effect on turnover intention 2. Physical environment moderates the effect of work stress and employee compensation on turnover intention 	Differences in job insecurity, workload, and work environment (y)

15.	Prahuydi Apriyanto & Siswoyo Haryono (2020)	1. Work stress and workload have a direct positive effect on turnover intention 2. Environment work has a direct negative effect on turnover intention 3. Job satisfaction is proven to mediate work stress, workload, and work environment on turnover intention	Differences between job insecurity and work environment (y)
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Conceptual Framework

As a result of the formulation of the problem, theory, and previous studies, as well as discussion of impact factors, the following framework has been developed for this paper.

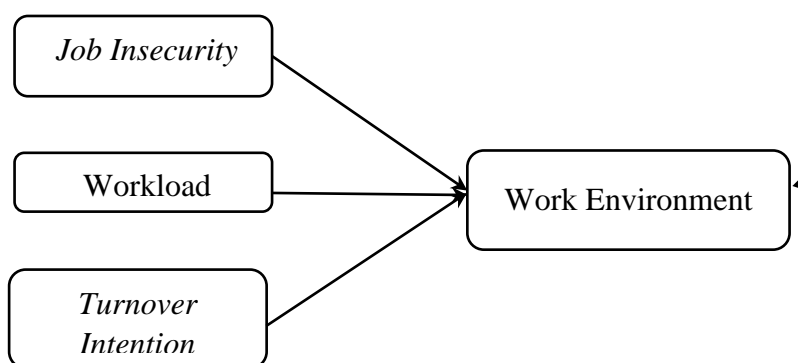


Figure 1. Conceptual Framework

In accordance with the conceptual framework picture, as a result: Job Insecurity, Workload, Turnover Intention affect the Work Environment.

Apart from the Job Insecurity, Workload, Turnover Intention variables, there are other factors that affect the Work Environment, including:

- 1) Budaya Kerja: (Haryudi Anas, 2019), (P. B. H. Sianipar, 2022), (H Anas, 2020), (Yurnal & Ihsan, 2019), (Hermansyah, E. O., Machfoedz, M. B. A., & Kartawan, 2010), (Soetoto, 2018), (Erviani, Suciati, & Pohan, 2019), (Sinthya, Dwinarko, & Pohan, n.d.), (Zulfah, Putri, & Pohan, 2020), (Ala, 2017), (R. Kurniawan & Ala, 2021), (Putra, Lawanis, Ala, & Bahtra, 2022).
- 2) Kompensasi: (D. Kurniawan, 2020), (Saputra & Dhianty, 2022), (Dhianty, 2018), (Andrian et al., 2021), (Siswanto & Putri, 2021), (Yurnal, 2016), (Sulistyanto, Dwinarko, Sjafrizal, & Mujab, 2020), (Sjafrizal, Dwinarko, & Madonna, 2020), (Dwinarko, 2019), (Iksan, Imaddudin, & Athalarik, 2022), (Athalarik & Zahra, 2021), (Ala, Prawira, Prabowo, & Gemael, 2021).
- 3) Kepemimpinan: (P. B. Sianipar, 2019), (Zen, Sukaesih, & Malik, 2022), (Manrejo & Sebayang, 2021), (Sudiantini, 2020), (Dhianty, 2022), (Atmoko & Noviriska, 2022), (Noviriska, 2019).
- 4) Citra Perusahaan: (Manrejo & Ariandyen, 2022), (Pangkey, Irfana, & Irsan, 2019), (Lantu & Irfana, 2019), (Dhianty, 2021), (Kurniawan, S., & Zen, 2021), (Arifianto, 2017).
- 5) Motivasi: (Alurmei, 2019), (Supriyadi et al., 2019), (Corsini & Nugraha, 2021), (Zahra, 2022), (Nugraha, Rahmi, & Balsa, 2017), (Viena, 2021), (Mujab, Sukreni, Muzzamil, & Nainggolan, 2021), (Muzzamil, Fatimah, & Hasanah, 2021), (Riyani, Sitanggang, &

Novrian, 2008), (Sinaga, Madonna, & Novrian, 2020), (Imaddudin, 2020), (Zahra, 2020), (Imaddudin, Sitanggang, Bachtiar, & Priyadi, 2022).

RESEARCH METHODS

This research technique is by using quantitative techniques. That is research that looks at causality or correlation at once in a certain period of time and analyzes it using statistical procedures (Pandoyo, 2018). with the questionnaire data collection method, the population of this research are all employees of PT. Tayoh Sarana Sukses which consists of 120 employees with each division (head manager, supervisor, employee/staff, mechanic, production operator) due to this imbalance. Therefore, the sample was taken using disproportionate stratified random sampling. The data used in this study were validated using reliability and validity tests. The questionnaire was used to obtain responses from survey participants to collect data. PLS (Partial Least Squares) will be used to analyze the collected data.

Instruments And Measurements

A Likert scale was used in this study. Regarding social phenomena, Sugiyono (2014: 8) said the Likert scale is an excellent way to measure people's feelings and thoughts about the subject matter. Change the Likert scale to be an indication of the variables for testing.

Data collection was carried out by distributing questionnaires to respondents, namely all employees of PT. Tayoh Sarana Sukses, which is located at the head office. Respondents' responses to list questions that must be filled out by respondents were developed using a Likert scale (Likert scale). That is, there are various alternative answers ranging from one to five. Positive answers (strongly agree) are the best, while negative answers (strongly disagree) are in the last place, with the lowest score (Mas'Ud, 2004) in Saputri et al. (2020).

FINDINGS AND DISCUSSION

It can be observed in Table 3 that 84 people in the 17-30 age range and 16 people in the 30-40 age group participated in this study. Women outnumber men in terms of the gender grouping of respondents. There were 55 women and 16 men who completed the survey, namely 55% women and 16% men. The results of the tabulation for the latest education are the majority of respondents with high school/high school education as many as 69 people or 69%, the second respondent with the last education S1 is 21 people or 21%, and the last is respondents with D3 education as many as 10 people or 10%.

Table 3. Demographic characteristics of respondents

Variable	Category	Frequency	Percent
Age	17-30 Years	84	84%
	30-40 Years	16	16%
	40-50 Years		
	< 50 Years		
Gender	Female	55	55%
	Male	45	45%
Last Education	Elementary School	-	-
	Junior High School	-	-
	SMU/SLTA	69	69%
	D3	10	10%
	S1	21	21%
	S2		

Testing the Measurement Model (Outer Model)

At this stage, it begins by analyzing the measurement model, namely the outer model (indicator test), where the outer model test is to ensure that the measurement (size) used is adequate for an engraving (valid). And reliable) or another meaning that each indicator is related to its latent variable (Ghozali & Hengky, 2015). External loading parameters were used to assess convergent validity (Table 4). The outer loading is said to be high if > 0.7 can be said to be valid as an indicator to measure the construct (Ghozali & Hengky, 2015). Judging from the table below, all variables are said to be valid as indicators to measure the construct.

Table 4. Outer Loading Variables

Item	Hasil outer Loading	Condition Convergent Validity	Conclusion
J11	0,770	0,7	Valid
J12	0,791	0,7	Valid
J13	0,758	0,7	Valid
J14	0,788	0,7	Valid
J15	0,759	0,7	Valid
J16	0,733	0,7	Valid
J17	0,710	0,7	Valid
BK1	0,765	0,7	Valid
BK2	0,825	0,7	Valid
BK3	0,734	0,7	Valid
BK4	0,733	0,7	Valid
BK5	0,721	0,7	Valid
BK6	0,715	0,7	Valid
BK7	0,714	0,7	Valid
BK8	0,741	0,7	Valid
TI1	0,775	0,7	Valid
TI2	0,802	0,7	Valid
TI3	0,821	0,7	Valid
TI4	0,786	0,7	Valid
TI5	0,730	0,7	Valid
TI6	0,748	0,7	Valid
TI7	0,744	0,7	Valid
TI8	0,758	0,7	Valid
TI9	0,762	0,7	Valid
LK1	0,783	0,7	Valid
LK2	0,729	0,7	Valid
LK3	0,765	0,7	Valid
LK4	0,749	0,7	Valid
LK5	0,760	0,7	Valid
LK6	0,733	0,7	Valid
LK7	0,817	0,7	Valid
LK8	0,728	0,7	Valid

Source: Smart-PLS Output, 2022

Alpha and Cronbach Composite Reliability results indicate how reliable a construct is at this level. The metric is declared to meet the standards of Cronbach's Alpha and Composite Reliability if the value of this metric is more significant than 0.7 (Ghozali & Hengky, 2015).

Cronbach's alpha and composite reliability values for each variable in this study are shown below.

These two procedures produce results greater than 0.7 for all reliability test variables, which means that the proposed variables are effective and reliable so that the structural model testing can be continued.

Table 5. Constructs of Reliability and Validity

Variable	Cronbach's Alpha	Composite Reliability	(AVE)
Workload	0,886	0,908	0,554
Job Insecurity	0,877	0,905	0,576
Work Environment	0,894	0,915	0,575
Turnover Intention	0,917	0,929	0,593

Source: Smart-PLS output, 2022

Structural Model Testing (Inner Model)

In the following stage, to describe the strength of the independent latent variable on the latent dependent variable with measurement standards, 0.75 is considered strong, 0.50 is considered moderate, and 0.25 is weak (Ghozali & Hengky, 2015). In accordance with the data processed using Smart PLS 3.0, the R-square is obtained, namely:

Table 6. R-square Endogenous Variables

Variables	R Square
of Work Environment	0.668

Source: Smart-PLS output, 2022

In accordance with the description of the data table 6 above, it can be observed that the R-value -square (Y) is 0.668 (66.8%). This value is included in the moderate standard. Thus it can be interpreted that the ability of R-square has a moderate effect. This shows that there is quite a moderate relationship between job insecurity, workload, and turnover intention to the work environment.

A t-statistic greater than 1.96 and a P-value of less than 0.05 indicates that all elements in Table 5 are significant for the construct based on the results of the path coefficient. So it can be said that all independent variables have a significant effect on the dependent variable.

Table 7. Path Coefficient of Significance Measurement

Hypothesis	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV)	P Values
Workload -> Work Environment	0.324	0.317	0.103	3.160	0.002
Job Insecurity -> Work Environment	0.565	0.571	0.085	6.636	0.000
Turnover Intention -> Work Environment	-0.111	-0.125	0.049	2,258	0.024

Source: Smart-PLS Output, 2022

Hypothesis Testing

1. The Effect Of Job Insecurity On The Work Environment For Employees Of PT. Tayoh Sarana Sukses

The table above shows that job insecurity has a p-value of around 0.000. Because the standard level of the p-value is < 0.05 ($0.000 < 0.05$), it can be stated that it has a significant impact. Then based on the t-count value of about 6.636 and the t-table points of 1.979 (t-table $\alpha = 0.05$ $df = nk-1$ ($100-3-1 = 96$)). Then the t-count value is $6.636 > 1.979$, meaning H_0 is rejected. H_a is accepted. The value of The original sample is 0.565, which means it has a positive effect. As a result, it can be concluded that the more uncertain a job is, the more stressful it is to work there. The first hypothesis (H_1) indicates that job uncertainty has a beneficial and significant effect on the workplace

2. Work Environment At PT Tayoh Sarana Sukses

Based on the table above states that the workload has a p-value of around 0.002. Due to the standard p-value level is < 0.05 ($0.002 < 0.05$), it can be stated that the workload has a significant effect Then, based on the t-count value of around 3.160 and the t-table points of 1.979 (t-table $\alpha = 0.05$ $df = nk-1$ ($100-3-1 = 96$)). Then the t-count value $3.160 > 1.979$ means that H_0 is rejected, and H_a is accepted. The ace value li sample is around 0.324, which has a positive effect. So it can be concluded that the higher the workload, the higher the work environment. Then the first hypothesis (H_1) conveys that the workload positively and significantly impacts the work environment.

3. The Effect Of Turnover Intention On The Work Environment For Employees Of PT. Tayoh Sarana Sukses

Based on the table above shows that turnover intention has a p-value of around 0.024. Because the standard level of p-value is < 0.05 ($0.024 < 0.05$), it can be summarized that turnover intention has a significant impact. Then, based on the t-count points about 2.258 and the t-table points 1.979 (t-table $\alpha = 0.05$ $df = nk-1$ ($100-3-1 = 96$)). Then the t-count value is $2.258 > 1.979$, meaning H_0 is rejected and H_a is accepted. The value of the original sample is -0.111, which means it has a negative impact. As a result, it is safe to say that the company's work atmosphere is better when Turnover is higher. So the first hypothesis (H_3) conveys that workload has a negative and significant impact on the work environment.

DISCUSSION

In this research, the researcher determines the effect of job insecurity, workload, and turnover intention on the work environment at PT. Tayoh Sarana Sukses:

1. The Effect of Job Insecurity on the Work Environment of employees of PT. Tayoh Sarana Sukses

the p-value is < 0.05 (0.000 less than 0.05) can be summarized if the hypothesis (H_1) is accepted where job insecurity has an impact on the work environment. The value of the original sample is around 0.565, which means it has a positive effect. This study says that job insecurity positively and significantly impacts the work environment. This means that the lower the level of insecurity or fear of losing one's job, the more conducive

or better working environment conditions will be. If there is an increase in fear or work threats, the work environment will not be conducive.

2. The Effect of Workload on the Work Environment on Employees of PT. Tayoh Sarana Sukses

Based on the results of hypothesis testing, the workload has a P value of 0.002 because the standard level of p-value is <0.05 , then $0.002 < 0.05$ can be concluded if the hypothesis (H2) is accepted where the workload has an impact on the work environment, then based on the results the original sample value is around 0.324 which means it has a positive effect, this study states that the workload has a positive and significant impact on the work environment. This means that if the workload given to employees is very heavy or oversized, or employees are given jobs that are not in accordance with their expertise, what else is the company implementing a rolling system in which every production process uses machines and the machine is not turned off for 24 hours even when hours of rest and products produced alternately and not all employees do the same job every day. The work environment will be worse and not conducive. If the workload is not too heavy, the work environment will be more conducive and suitable.

3. The Effect of Turnover Intention on the Work Environment for Employees of PT. Tayoh Sarana Sukses

Based on the hypothesis test results, the turnover intention has a p-value of 0.024 because the standard level of the p-value is < 0.05 , so $0.024 < 0.05$ can be summarized if the hypothesis (H3) is accepted where turnover intention has an effect on the work environment. Then based on the original sample value of -0.111, which means it has a negative effect, this research states that turnover intention has a negative and significant impact on the work environment, namely because employees reflect a significant turnover intention by not taking into account the duties and responsibilities at work. The work environment suffers when a worker adheres to certain behaviors without considering his primary responsibilities as an employee. Employees who want to leave the company are generally late, lost, and lack enthusiasm for work, which is one of their emotional and psychological attitudes. As a result, high employee turnover can have a negative impact on company productivity and morale, as well as create an unstable work environment.

CONCLUSION AND RECOMMENDATION

Based on the research findings and data analysis, conclusions can be drawn based on the following hypotheses:

1. Job Insecurity

According to the test results and analysis, job insecurity positively and significantly impacts the work environment.

2. Workload

Based on the test results and analysis, the workload positively and significantly impacts the work environment.

3. Turnover Intention

According to the results of the test and analysis, the turnover intention has a negative and significant impact on the work environment.

Based on the findings of this research, it can be used as a comparison and reference for future research by using or including other variables that were not examined in this research so that they can better know other variables that affect the work environment.

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