

EFFECT JOB STRESS, JOB SATISFACTION, AND
COMPENSATION ON TURNOVER (STUDI KASUS PADA PT. SINAR
TOTALINDO MANDIRI JAKARTA)

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Abstract - This study aims to determine the relationship between Job Stress, Job Satisfaction, and Compensation on Turnover at PT. Sinar Totalindo Mandiri Jakarta employee.

The population of this research is the employees of PT. Sinar Totalindo Mandiri Jakarta by distributing questionnaires. With a sample size of 76 respondents. The strategy used in this study is a quantitative strategy as measured by the calculation of the partial coefficient of determination (R_2) and hypothesis testing of the t test with SPSS 22.0

The results showed that, (1) Job Stress partially has a significant effect on Turnover, (2) Job Satisfaction partially has a significant effect on Turnover, (3) Compensation partially has a significant effect on Turnover.

Keywords : *Job Stress, Job Satisfaction, Compensation and Turnover*

Abstrak– Penelitian ini bertujuan untuk mengetahui hubungan antara Stress Kerja, Kepuasan Kerja, dan Kompensasi terhadap *Turnover* karyawan PT. Sinar Totalindo Mandiri Jakarta.

Populasi penelitian ini adalah karyawan PT. Sinar Totalindo Mandiri Jakarta dengan menyebarkan kuesioner. Dengan jumlah sampel 76 responden. Strategi yang digunakan dalam penelitian ini adalah strategi kuantitatif yang diukur dengan perhitungan Koefisien Determinasi (R_2) parsial serta pengujian hipotesis uji t dengan SPSS 22.0 .

Hasil penelitian menunjukkan bahwa, (1) Stress Kerja secara parsial berpengaruh signifikan terhadap *Turnover*, (2) Kepuasan Kerja secara parsial berpengaruh signifikan terhadap *Turnover*, (3) Kompensasi secara parsial berpengaruh signifikan terhadap *Turnover*.

Kata Kunci: *Stress Kerja, Kepuasan Kerja, Kompensasi, dan Turnover*

I. PRELIMINARY

In the current era of globalization, every company is required to be able to increase its competitiveness in order to survive in the face of competition. Every company must be able to manage its resources effectively and efficiently in order to get maximum results. In addition to managing the resources owned effectively and efficiently, improving company performance is also an important factor in increasing the competitiveness of the company.

Turnover is the desire of an employee to move, quit or leave the workplace which is done voluntarily or on his own accord or a decision from the organization. Generally, turnover is done because employees want to get a better job. When an employee has a turnover in him, of course there are many factors that cause this to occur such as job stress, job satisfaction, and compensation.

Based on the description above, I am interested in raising the title "The Effect of Job Stress, Job Satisfaction, and Compensation on Turnover" (Case Study at PT. Sinar Totalindo Mandiri "

1.1. Formulation of the problem

Based on the background above, the problem formulations in this study are:

1. Does job stress affect the turnover of PT. Sinar Totalindo Mandiri?
2. Does job satisfaction affect the turnover of PT. Sinar Totalindo Mandiri?
3. Does compensation affect the turnover of PT. Sinar Totalindo Mandiri?

1.2. Research purposes

In accordance with the problem formulation previously described, this research has the following objectives:

1. Analyzing the effect of work stress on turnover of PT. Sinar Totalindo Mandiri.
2. Analyzing the effect of job satisfaction on turnover of PT. Sinar Totalindo Mandiri.
3. Analyzing the effect of compensation on turnover of PT. Sinar Totalindo Mandiri.

II. LITERATURE REVIEW

2.1. Work stress

According to Gibson Ivancevich (in Hermita, 2011: 17) "Stress as an active response, mediated by individual debates and / or psychological processes, is a consequence of every activity (environment), situation, or external event that burdens psychological or physical demands. excessive against someone

2.2. Job satisfaction

Ricahard, Robert and Gordon (2012: 312,337) emphasize that job satisfaction is related to a person's feelings or attitudes about the job itself, salary, promotion or education opportunities, supervision, co-workers, workload and others. He continued his statement that job satisfaction is related to a person's attitude about work, and there are several practical reasons that make job satisfaction an important concept for leaders. Research shows satisfied workers are more likely to stay with the organization. Satisfied workers also tend to engage in organizational behavior that goes beyond their job descriptions and roles, and helps reduce the workload and stress levels of members in the organization.

2.3. Compensation

Suparyadi (2015: 271) states that compensation is the entire benefit received by employees as an appreciation for contributions made to the organization, both financial and non-financial. Hasibuan (2012: 118) states that compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company. According to Dessler (2009: 82) employee compensation is all forms of payment or gifts given to employees and arises from their work and has two components: direct payments (in the form of wages, salaries, incentives, commissions, and bonuses), and indirect payments. (in the form of financial benefits such as insurance and vacation money paid by the company).

2.4. Turn Over

According to Bluedorn (in Mufidah, 2016) turnover is an attitude tendency or the degree to which an employee has the possibility to leave the organization or voluntarily resign from his job. Harninda (in Gandika, 2015) turnover is the desire to move, not yet at the stage of realization, which is to move from one workplace to another. Lum et al (in Dewi, et al, 2016) define turnover as the desire of individuals to leave the organization, individual desires and evaluate one's position based on dissatisfaction to influence someone when they leave and find another job outside the company.

2.5. The Relationship Between Research Variables

2.5.1. The Effect of Job Stress on Turn Over

Research from Agung AWS Waspodo and Nurul Chotimah Handayani entitled "The Effect of Job Satisfaction and Job Stress on Turnover Intention in Employees of PT. UNITEX IN BOGOR. " The analysis results show that these variables have a positive and significant effect on Turn Over. In addition, job satisfaction is the dominant variable affecting employee turnover at PT. UNITEX BOGOR. Judging from the analysis, the company must reduce the level of work stress, the manager of PT. Unitek Bogor must be able to pay attention.

It can be seen that work stress can affect employee turnover. It is better if this is done by the company, which is to increase job satisfaction so that employees can contribute to the company more optimally. So that it can prevent unwanted turnover so that it can harm the company.

So the conclusion is that managers or superiors can provide better direction for their employees. Companies can also give rewards or invite employees to outbound to be able to provide new energy after doing boring activities.

2.5.2. The Effect of Job Satisfaction on Turn Over

Research from Johartono and Widuri entitled "Analysis of the Effect of Job Stress, Job Satisfaction, Organizational Culture, and Organizational Commitment on Turnover Intention of Tax Consultant Office Employees in Surabaya" shows that job satisfaction

has a relationship that is inversely related to turnover. That the more dissatisfied an employee is with his job, the stronger the impetus for turnover will be.

It can be seen that employees with high levels of job satisfaction will show a positive attitude towards their work. And vice versa employees with a low level of job satisfaction will show negative attitudes towards their work or work environment.

So the conclusion is that all employees must have job satisfaction so that employees can show a positive attitude towards their work or their duties.

2.5.2. Effect of Compensation on Turn Over

Research from Muhammad Khaidir and Tinik Sugiati who sit "The effect of job stress, compensation and job satisfaction on study turnover on contract employees of PT. Gagah Satria Manunggal Banjarmasin. " This shows that compensation has an effect on turnover.

It can be seen that employees with high levels of compensation can retain existing employees so that they can reduce the level of willingness to leave employees from a company. Employees will continue to work at the company to last longer because it is related to the compensation given in accordance with employee expectations.

So the conclusion is that it is important for companies to provide compensation to employees in accordance with the expectations of these employees. And the expected compensation can prevent employees from leaving or leaving the company.

2.6. Research Hypothesis

According to Sugiyono (2017: 99), a hypothesis is a temporary answer to the formulation of research problems, which is where the formulation of the research problem has been stated in the form of a question. The hypothesis is said to be temporary because the answers given are only based on theory. Based on the research above, the researcher took the hypothesis:

1. It is suspected that there is a partially significant effect of the job stress variable (X1) on employee turnover (Y) at PT. Sinar Totalindo Mandiri

2. It is suspected that there is a partially significant effect of the variables
3. job satisfaction (X2) on employee turnover (Y) PT. Sinar Totalindo Mandiri
4. It is suspected that there is a partially significant effect of the compensation variable (X3) on employee turnover (Y) at PT. Sinar Totalindo Mandiri

2.7. Research Conceptual Framework

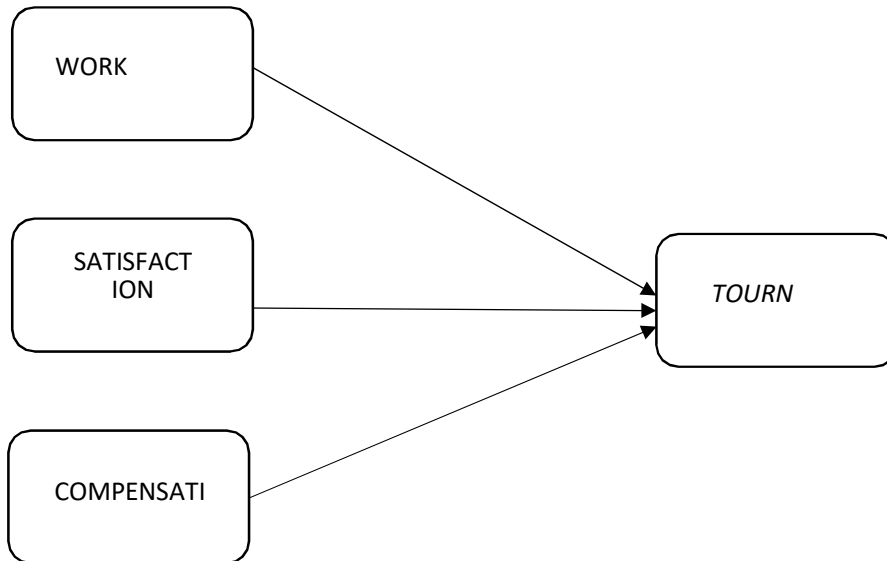


Figure 2.1 research conceptual framework

III. RESEARCH METHOD

3.1. Research Strategy

The strategy used is an associative strategy, a research strategy used to determine the effect of one or more independent variables on the dependent variable. This study aims to provide an explanation of how the influence of the independent variables, namely Work Stress (X1), Job Satisfaction (X2), Compensation (X3) on Turn Over (Y) which is the dependent variable..

3.2. Population and Sample Research

According to Sugiyono (2013: 55) the sample is part of the number and characteristics possessed by the population. Thus the sample is part of the population whose characteristics are to be investigated and can represent the entire population so that the number is less than the population. According to Suharsimi Arikanto (2010: 112), if the population is less than 100, all of them should be taken.

So the population in this study are all employees who have worked at PT. Sinar Totalindo Mandiri amounted to more than one year

76. In this study, researchers took all the population, namely the number of employees as many as 76

3.3. Data Analysis Method

3.3.1. Data Processing Methods

The data collected from the survey results will be grouped based on variables and types of respondents and tabulated. Data processing is done by calculation, using

SPSS (Statistical Product and Service Solution) software so that the calculation results can be obtained quickly.

3.3.2. Data Presentation Methods

In this study, the data that has been collected will be presented in tabular form which is expected to facilitate research in analyzing and understanding the data, so that the data presented is more systematic.

3.3.3. Statistical Analysis of Data

Statistical analysis of data was carried out with the aim of calculating the data that had been obtained in this study, namely from the results of a survey through a questionnaire, which would be grouped based on the variables and types of respondents, tabulating, preparing the data for each variable under study and after that doing calculations to test the hypothesis has been filed. The method used in this research is to use the coefficient of determination analysis and partial hypothesis testing.

3.3.4. Analysis of the Coefficient of Determination (R²)

The coefficient of determination (R²) basically measures how far the model is able to explain the variation in the dependent variable. The coefficient of determination is between zero and one. The small value of R² means that the ability of the independent variables to explain the variation in the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the dependent variable. The more the coefficient of determination approaches the number 0, the smaller the effect of the independent variables simultaneously on the dependent variable. Conversely, the more the coefficient of determination approaches 1, the greater the influence of the independent variables simultaneously on the dependent variable.

1. Effect of partial determination X1 on Y (X2 and X3 constant) $KD1.23 = rY1.23^2 \times 100\%$
2. Effect of partial determination X2 on Y (X1 and X3 constant) $KD2.13 = rY2.13^2 \times 100\%$
3. Effect of partial determination X3 on Y (X1 and X2 constant) $KD3.12 = rY3.12^2 \times 100\%$
4. Effect of partial determination X1, X2, X3 on Y $KD1.2.3 = rY1.2.3^2 \times 100\%$

3.3.5. Hypothesis testing

Hypothesis testing is used to partially measure the significant effect of the independent variables on the related variables. Hypothesis testing in this study are:

Partial Testing

Work stress (X1) to turnover (Y)

Ho: $\rho_{y1.23} = 0$ (there is no effect of work stress on turnover)

Ha: $\rho_{y1.23} \neq 0$ (there is an effect of work stress on turnover)

Job Satisfaction (X2) on turnover (Y)

Ho: $\rho_{y2.13} = 0$ (there is no effect of Job Satisfaction on turnover)

Ha: $\rho_{y2.13} \neq 0$ (there is an effect of Job Satisfaction on turnover)

Compensation (X3) against turnover (Y)

Ho: $\rho_{y3.12} = 0$ (there is no effect of Compensation on turnover)

Ha: $\rho_{y3.12} \neq 0$ (there is a compensation effect on turnover)

To make a conclusion, the significant value is compared with the real level α (5% = 0.05) with the following criteria:

Ho is rejected, if significant $< \alpha$, and Ha is accepted Ho is accepted, if significant $\geq \alpha$, and Ha is rejected

IV. RESULTS AND DISCUSSION

4.1. Description of Research Object

PT. Sinar Totalindo Mandiri Jakarta is the Authorized Distributor of Total Oil. This company started its business in 2011 as a company that serves the needs of vehicle spare parts and maintenance. Initially, there were only 8 members

PT. Sinar Totalindo Jakarta has a solid business foundation and will continue to be committed to being at the forefront of serving the needs of the automotive market. In 2018 the company opened branches in West Java and East Java

4.2. Respondent Description

In an overview of these respondents will be presented the data that has been obtained from research that has been conducted 76 respondents. Collecting data from research that is about the effect of job stress, job satisfaction and compensation on turnover of PT. Sinar Totalindo Mandiri Jakarta. In this report, data on the respondent's profile will be presented which consists of gender, age and years of service.

Respondents Based on Gender

Table 4.1 Profile of Respondents by Gender

No.	Gender	Number of people)	Percentage
1	Men	33	43%
2	Woman	43	57%
total		76	100%

Source: Data processed (2020)

Based on table 4.1 above, it can be seen that of the 76 respondents who have been researched based on the respondent's profile based on gender, the respondents who mostly work at PT. Sinar Totalindo Mandiri Jakarta consists of 43 female respondents with a percentage of 57%, while male respondents are 33 respondents with a percentage of 43%.

1. Respondents Based on Age Levels

Table 4.2 Profile of Respondents by Age

No.	Age	Number of people)	Percentage
1	17-25 years	35	46%
2	26 - 34 Years	31	41%
3	35 - 43 Years	9	12%
4	> 43 Years	1	1%
total		76	100%

Source: Data processed (2020)

EFFECT JOB STRESS, JOB SATISFACTION, AND COMPENSATION ON TURNOVER (STUDI KASUS PADA PT. SINAR TOTALINDO MANDIRI JAKARTA)

Based on table 4.2 above, it can be seen that of the 76 respondents who have been researched based on the respondent profile based on age characteristics, the most respondents work at PT. Sinar Totalindo Mandiri Jakarta is 17-25 years old as many as 35 respondents with a percentage of 46%, while 26-34 years as many as 31 respondents with a percentage of 41%, followed by 35-43 years as many as 9 respondents with a percentage of 12%, and with age > 43 years as many as 1 respondent with a percentage of 1%.

2. Respondents Based on Level of Service Period

Table 4.3 Profile of Respondents Based on Service Period

No.	Years of service	Number of people)	Percentage
1	13 years old	47	62%
2	4 - 5 Years	14	18%
3	> 5 Years	15	20%
total		76	100%

Source: Data processed (2020)

Based on table 4.3 above, it can be seen that of the 76 respondents who have been researched based on the respondent's profile based on years of service, the most respondents work at PT. Sinar Totalindo Mandiri Jakarta is 1-3 years old as many as 47 respondents with a percentage of 62%, while > 5 years as many as 15 respondents with a percentage of 20%, followed by 4-5 years as many as 14 respondents with a percentage of 18%.

4.3. Variable Operational Test Results

4.3.1. Validity test

According to Sugiyono (2013) a questionnaire or research instrument is said valid for research if it has a validity value (rcount) of 0.30 or more, so that the factor is a strong construct or has a good construction validity and vice versa if the validity value is less than 0.30 the research instrument is said to be invalid.

Every statement of the instrument needs to be tested for the validity of each item, so that we can find out whether each statement is valid or not in this research. Testing using the SPSS version 22.0 program

1. Validity Test of Job Stress Variable (X1)

The following are the results of data processing for the Work Stress instrument statement (X1) consisting of 6 statements, in table 4.4 as follows:

Table 4.4 The validity of the instrument per item variable Job Stress (X1)

No. Statement	rcount	rcritical	Decision
X1.1	0.829	0.30	Valid
X1.2	0.419	0.30	Valid

X1.3	0.707	0.30	Valid
X1.4	0.792	0.30	Valid
X1.5	0.571	0.30	Valid

Source: Data processed (2020)

From the data obtained and shown in table 4.4 the results of the Work Stress variable (X1), all statements have a value of $r_{count} > 0.30$, so the data can be said to be valid and can be used in this study.

2. Validity Test of Job Satisfaction Variables (X2)

The following are the results of data processing for the statement of the Job Satisfaction instrument (X2) consisting of 8 statements, in table 4.5. as follows :

**EFFECT JOB STRESS, JOB SATISFACTION, AND COMPENSATION ON
TURNOVER (STUDI KASUS PADA PT. SINAR TOTALINDO MANDIRI JAKARTA)**

Table 4.5 The validity of the instrument per item on the Job Satisfaction variable (X2)

No. Statement	rcount	rcritical	Decision
X2.1	0.586	0.30	Valid
X2.2	0.610	0.30	Valid
X2.3	0.645	0.30	Valid
X2.4	0.767	0.30	Valid
X2.5	0.479	0.30	Valid
X2.6	0.549	0.30	Valid
X2.7	0.518	0.30	Valid
X2.8	0.549	0.30	Valid

Source: Data Processed (2020)

From the data obtained and shown in Table 4.5 the results of the Job Satisfaction variable (X2), all statements have a value of $r_{count} > 0.30$, so the data can be said to be valid and can be used in this study.

3. Compensation Variable Validity Test (X3)

The following are the results of data processing for the Compensation instrument statement (X3) consisting of 6 statements, in table 4.6 as follows:

Table 4.6 Instrument validity per item variable Compensation (X3)

No. Statement	rcount	rcritical	Decision
X3.1	0.828	0.30	Valid
X3.2	0.448	0.30	Valid
X3.3	0.717	0.30	Valid
X3.4	0.652	0.30	Valid
X3.5	0.508	0.30	Valid
X3.6	0.474	0.30	Valid

Source: Data Processed (2020)

From the data obtained and shown in table 4.6 the results of the compensation variable (X3), all statements have a value of $r_{count} > 0.30$, so the data can be said to be valid and can be used in this study.

4. Validity Test of Turnover Variable (Y)

The following is the result of data processing for the Turnover instrument statement

(Y) consists of 7 statements, in table 4.7 as follows:

Table 4.7 Instrument validity per item Turnover variable (Y)

No. Statement	r_{count}	$r_{critical}$	Decision
Y1	0.400	0.30	Valid
Y2	0.772	0.30	Valid
Y3	0.749	0.30	Valid
Y4	0.818	0.30	Valid
Y5	0.822	0.30	Valid
Y6	0.858	0.30	Valid

Source: Data Processed (2020)

From the data obtained and shown in table 4.7 the results of the Turnover variable (Y) all statements have a value of $r_{count} > 0.30$, so the data can be said to be valid and can be used in this research.

4.3.1. Reliability Test

After the validation test is carried out the research will conduct a reliability test. The reliability test was carried out using the Cronchbach Alpha (α) method, which is the sum of the squares of the total value of the statement items to calculate the total variance which is then entered into the Cronchbach Alpha coefficient formula. The instrument is said to be reliable if the value is Cronchbach Alpha. Furthermore, Sugiono said the research instrument was said to be reliable if the Cronchbach Alpha value was 0.60 or more. The data is correlated with the help of the SPSS version 22.0 program

1. Job Stress Variable Reliability Test

Table 4.8

Reliability Test Results of Work Stress Variable Instruments

Reliability Statistic

**EFFECT JOB STRESS, JOB SATISFACTION, AND COMPENSATION ON
TURNOVER (STUDI KASUS PADA PT. SINAR TOTALINDO MANDIRI JAKARTA)**

Cronchbach Alpha	N of Items
.726	5

Source: Data processed (2020)

Table 4.8 shows that the Cronchbach Alpha coefficient formula produces a Job Stress (X1) reliability test of 0.642, this data is said to be reliable with evidence if $r_i > r_b$ (0.60).

2. Job Satisfaction Variable Reliability Test

Table 4.9

Reliability Test Results of Variable Instrument Job Satisfaction

Reliability Statistic	
Cronchbach Alpha	N of Items
.734	8

Source: Data processed (2020)

Table 4.9 shows that the Cronchbach Alpha coefficient formula results in a Job Satisfaction (X2) reliability test of 0.738, this data is said to be reliable with evidence if $r_i > r_b$ (0.60).

3. Compensation Variable Reliability Test

Table 4.10

Reliability Test Results of Compensation Variable Instruments

Reliability Statistic	
Cronchbach Alpha	N of Items
.652	6

Source: Data processed (2020)

Table 4.10 shows that the Cronchbach Alpha coefficient formula produces a Compensation reliability test (X3) of 0.652, this data is said to be reliable with evidence if $r_i > r_b$ (0.60).

4. Turnover Variable Reliability Test

Table 4.11

The Results of the Turnover Variable Instrument Reliability Test

Reliability Statistic	
Cronchbach Alpha	N of Items
.788	7

Source: Data processed (2020)

Table 4.11 shows that the Cronchbach Alpha coefficient formula results in a Turnover (Y) reliability test of 0.799, this data is said to be reliable with evidence if $r_i > r_b$ (0.60).

4.4. Statistical Analysis Dat

4.4.1. Partial Determination Coefficient Analysis

Analysis of the partial determination coefficient (R-square) is used to determine how much influence the independent variable has on the dependent variable, namely the effect of Job Stress (X1), Job Satisfaction (X2) and Compensation (X3) on Turnover (Y).

1. The results of the partial determination coefficient of the Job Stress variable (X1) against *Turnover* (Y)

Table 4.12
The results of the partial determination coefficient of Job Stress (X1) Against
***Turnover* (Y)**

<u>Correlations</u>				
Control Variables			Work stress	<i>Turnover</i>
Job Satisfaction & Compensation	Work stress	Correlation	1,000	<u>.312</u>
		Significance (2-tailed)		.007
		Df	0	72
Turn Over		Correlation	<u>.312</u>	1,000
		Significance (2-tailed)	.007	
		Df	72	0

Source: data processed in 2020 with the SPSS program

$$KDYX1 = (R) 2 \times 100\%$$

$$= 0.3122 \times 100\%$$

$$= 9.7\%$$

The effect of Job Stress on Turnover is 9.7%. This shows that the work stress force is 9.7% and the remaining 90.3% is influenced by other factors.

2. The results of the partial determination coefficient of the Job Satisfaction variable (X2) against *Turnover* (Y)

Table 4.13
The results of the partial determination coefficient of Job Satisfaction (X2)
Against
***Turnover* (Y)**

Correlations

EFFECT JOB STRESS, JOB SATISFACTION, AND COMPENSATION ON TURNOVER (STUDI KASUS PADA PT. SINAR TOTALINDO MANDIRI JAKARTA)

Control Variables		Job satisfaction	Turnover	
Work stress & job compensation	Correlation	1,000	<u>.279</u>	
	Significance (2- tailed)		.016	
	Df	0	72	
	Turn Over	Correlation	<u>.279</u>	1,000
		Significance (2- tailed)	.016	
		Df	72	0

Source: data processed in 2020 with the SPSS program

$$KDYX2 = (R) 2 \times 100\%$$

$$= 0.2792 \times 100\%$$

$$= 7.7\%$$

The effect of Job Satisfaction on Turnover is 7.7%. This shows that the job satisfaction style is 7.7% and the remaining 92.3% is influenced by other factors.

The results of the partial determination coefficient of the Work Compensation variable (X3) on Turnover (Y)

Table 4.14

Results of the coefficient of determination of partial compensation (X3) Against Turnover (Y)

Correlations

Control Variables		Compensation	Turnover
Job stress & job satisfaction	Correlation	1,000	<u>.241</u>
	Significance (2- tailed)		.039
	Df	0	72
Turn Over	Correlation	<u>.241</u>	1,000
	Significance (2- tailed)	.039	
	Df	72	0

Source: data processed in 2020 with the SPSS program

$$KDYX3 = (R) 2 \times 100\%$$

$$= 0.2412 \times 100\%$$

$$= 5.8\%$$

The effect of compensation on turnover is 5.8%. This shows that the Compensation force is 5.8% and the remaining 94.2% is influenced by other factors.

4.4.1. Hypothesis testing

Partially testing the hypothesis (t test), which is to find out whether each independent variable consisting of X1, X2, X3 has a significant effect on the dependent variable (Y), if done separately.

Table 4.15
Results of partial hypothesis testing (t test)

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25,148	4,582		5,488	.000
	Work Stress (X1)	,407	,146	,302	2,783	,007
	Job Satisfaction (X2)	-,396	,160	-,314	-2,466	,016
	Compensation (X3)	-,363	,172	-,222	-2,103	,039

Source: data processed in 2020 with the SPSS program

1. Partial Hypothesis Testing The Effect of Job Stress (X1) on Turnover (Y)

Based on the results of data processing with SPSS version 22.0, a significant value is obtained in the Work Stress variable of 0.007, which means $0.007 < 0.05$. Therefore it can be concluded that partially there is a significant effect of Job Stress on Employee Turnover at PT. Sinar Totalindo Mandiri Jakarta.

2. Partial Hypothesis Testing The Effect of Job Satisfaction (X2) on Turnover (Y)

Based on the results of data processing with SPSS version 22.0, a significant value was obtained in the Work Stress variable of 0.016, which means $0.016 < 0.05$. Therefore it can be concluded that partially there is a significant effect of Job Satisfaction on Employee Turnover of PT. Sinar Totalindo Mandiri Jakarta.

3. Partial Hypothesis Testing The Effect of Compensation (X3) on Turnover (Y)

Based on the results of data processing with SPSS version 22.0, a significant value is obtained in the Work Stress variable of 0.039, which means $0.039 < 0.05$. Therefore it can be concluded that partially there is a significant effect of Job Satisfaction on Employee Turnover of PT. Sinar Totalindo Mandiri Jakarta.

4.5. Research Findings

4.5.1. Effect of Job Stress on Turnover

The results of data processing in this study indicate that there is a significant positive effect between job stress and turnover partially with a significant value of $0.007 < 0.05$ (significant level). The results of this study are consistently supported by Suciati (2015) that work stress has a significant effect on turnover.

Based on the results of the research and discussion above, Job Stress is also an important factor that affects Turnover. Job stress is a physical and psychological

condition, an employee's thought process and an employee's condition, which can threaten one's abilities and stress one's soul. The result that arises from mental stress or stress is Turnover.

4.5.2. Effect of Job Satisfaction on Turnover

The results of data processing in this study indicate that there is a significant positive effect between job satisfaction and turnover partially with a significant value of $0.016 < 0.05$ (significant level). The results of this study are consistent with the results of Mobley's (2011) study that job satisfaction has a significant effect on turnover.

Job Satisfaction is also an important factor affecting Turnover. Job satisfaction is an effectiveness or emotional response to aspects of work. If job satisfaction is low, it makes turnover high.

4.5.3. Effect of Compensation on Turnover

The results of data processing in this study indicate that there is a significant positive effect of compensation on turnover partially with a significant value of $0.39 < 0.05$ (significant level). The results of this study are consistently supported by Sunyoto (2013) that compensation has a positive and significant effect on turnover. Compensation is also one of the Turnover controls in an organization or company. If the level of compensation is not competitive, many good employees will leave.

Then analyzed using the partial determination coefficient analysis method. Partial determination coefficient analysis is used to determine the magnitude of the influence between the independent variable and the dependent variable. The results of this study indicate that there is a significant influence between Job Stress, Job Satisfaction, and Compensation on Turnover. This means that PT. Sinar Totalindo Mandiri Jakarta management must pay attention to indicators that cause high employee work stress. In addition, the company also maintains employee job satisfaction at work and pays attention to providing good compensation to employees of PT. Sinar Totalindo Mandiri. From the results of testing the hypothesis partially it can be concluded that the independent variables are Job Stress, Job Satisfaction,

V. CONCLUSIONS AND SUGGESTIONS

5.1. Conclusion

Based on the results of the analysis and discussion above, the following conclusions can be drawn:

1. Partially, there is a significant influence between Job Stress (X1) and Turnover (Y). And Job Stress has an effect on Turnover of 9.7%. From the research obtained, it is known that the employees of PT. Sinar Totalindo Mandiri gets a high level of work stress, which comes from family, co-workers, the work they are currently doing, as well as their superiors, this can increase the work stress experienced by employees so that the desire to move or leave the company is high.
2. Partially there is a significant influence between the Job Satisfaction variable (X2) on Turnover (Y). And Job Satisfaction has an effect on Turnover of 7.7%. High job satisfaction will reduce the employee turnover rate. The company is expected to be able to compete with other companies in terms of policies made by the company, especially those that are directly related to job satisfaction in order to reduce unwanted turnover rates.
3. Partially there is a significant influence between the compensation variable (X3) on Turnover (Y). And Compensation has an effect on Turnover of 5.8%. Job satisfaction is one thing that encourages employees to find satisfying needs by

looking for alternative jobs in other places, employees get a gap between the amount of compensation expected and the reality received, due to the high factor of compensation so that it will increase turnover.

5.2. Suggestion

Based on the results of the research and discussion above, the researchers gave suggestions to PT. Sinar Totalindo Mandiri Jakarta, in order to get consideration for related parties for future decision making are as follows:

1. Work Stress (X1)
 - a. The suggestion from this research is that the leader or manager should be able to use feedback as a tool for growth. If the feedback is given in an appropriate, direct and relevant manner, the leader can convey this information so that employees can follow up on the leadership's response with positive changes.
 - b. The suggestion from this research is that supervision can increase motivation to employees if the level of the task given is quite heavy, supervision must be able to make employees motivated that their work is fun and make it easy to complete.
2. Job Satisfaction (X2)
 - a. Suggestions from this study should employees know that every boss in the office will certainly see performance employees at work. They will know when the employee is ready to accept a promotion offer. Because superiors want employees who are promoted, they must be mature. And it is expected that employees of PT. Sinar Totalindo Mandiri Jakarta to improve performance again at work.
 - b. Having a good working relationship with other employees must be maintained because that way employees will continue to work consistently within the company, if they have good relationships with other employees, it is hoped that the employees will keep their work in the company and do not have the desire to move to another company.
3. Compensation (X3)
 - a. The suggestion from this research is that companies should increase satisfaction with employees by not cutting the employee's on time bonus if the employee does not come to work because of illness and provides a doctor's letter. So that employees have a sense of quality, are appreciated and have a spirit of loyalty to the company and can retain employees from wanting to move to another company.
 - b. Employees who work with a sense of responsibility must be maintained, PT. Sinar Totalindo Mandiri is expected to pay attention to the needs needed by employees in terms of appropriate facilities and rewards so that employees can carry out their duties with a full sense of responsibility and professionalism.
4. *Turnover* (Y)
 - a. The suggestion is that the company is expected to provide appreciation or bonuses for employees who do not arrive late. So that employees are enthusiastic about working and don't come late.
 - b. The suggestion is that the company is expected to be able to compete in maintaining the company's human resources, by providing training for employees so that employees are not easily stressed, providing satisfaction to employees by means of appropriate feedback between superiors and subordinates. And also the appropriate compensation or get the right

reward.

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