THE EFFECT OF WORK ENVIRONMENT, JOB SATISFACTION, AND WORK STRESS ON TURNOVER INTENTION
(Study at PT. Arifindo Adiputra Ariaguna)

1st Yongki Aditya, 2nd Joko Bagio Santoso SE., M.M
Sekolah Tinggi Ilmu Ekonomi Indonesia, Jakarta
Jl. Pancawarga 17 14/3 Cipinang Besar Selatan
Jakarta Timur 13920
yongkyaditya44@gmail.com, joko-bagio-santoso@stei.ac.id

Abstract - This study aims to determine how much influence the work environment, job satisfaction, and work stress on turnover intention (study at PT. Arifindo Adiputra Ariaguna).

This research uses associative strategies. The method used is the purposive sampling method. The sample in this study were 50 respondents, which were analyzed using validity, reliability, and multiple linear regression test. The population of this study are employees of PT. Arifindo Adiputra Ariaguna. Hypothesis testing using the coefficient of determination, F tes, t test.

Based on the results of hypothesis testing with a significance level of 5%, it is concluded that the Work Environment and Job Satisfaction have a negative and significant effect on Turnover Intention, while Job Stress has a positive and significant effect on Turnover Intention..

Keywords: Work environment, job satisfaction, job stress, and turnover intention.

Abstrak– Penilitan ini bertujuan untuk mengetauhi sebarapa besar pengaruh lingkungan kerja, kepuasan kerja, dan stress kerja terhadap turnover intention (studi pada PT. Arifindo Adiputra Ariaguna).

Penelitian ini menggunakan strategi asosiatif. Metode yang digunakan adalah metode purposive sampling. Sampel dalam penelitian ini sebanyak 50 responden, yang dianalisis dengan menggunakan uji validitas, uji realibilitas, uji regresi linier berganda. Pengujian hipotesis dengan menggunakan koefisien determinasi, uji F, uji t.

Berdasarkan hasil pengujian hipotesis dengan tingkat signifikansi 5%, disimpulkan bahwa Lingkungan Kerja dan Kepuasan Kerja berpengaruh negatif dan signifikan terhadap Turnover Intention, sedangkan Stres Kerja berpengaruh positif dan signifikan terhadap Turnover Intention.

Kata kunci Lingkungan kerja, kepuasan kerja, stress kerja, dan turnover intention.

I.   PRELIMINARY

Humans as social beings basically have the urge to interact with one another and cannot escape from the influence of other humans. Based on this, humans can never be separated from organizational and social life. This can be seen clearly in everyday life, household circles, social organizations, educational organizations or even workplace organizations. To achieve the goals every organization requires resources. A resource is a potential value possessed by a certain material or element in life. These resources include natural resources, financial resources, science and technology resources, and human resources

The existence of the above phenomena and the background that has been described indicates a problem faced by this company. The reason is that they think that their

employees are company assets, but if there is a decrease in employee performance, it will basically be detrimental to the company. With this I am interested in examining the influence of work environment, job satisfaction and job stress on turnover intention at PT. Arifindo adiputra ariaguna.

1.1. Formulation of the problem
Based on these problems, a research question was formulated as follows:
1. Does the work environment affect Turnover Intention on employees of PT. Arifindo Adiputra Ariguna?
2. Does Job Satisfaction affect Turnover Intention on employees of PT. Arifindo Adiputra Ariguna?
3. Does Job Stress affect Turnover Intention on employees of PT. Arifindo Adiputra Ariguna?
4. Do the work environment, job satisfaction and work stress jointly affect Turnover Intention of employees of PT. Arifindo Adiputra Ariaguna?

1.2. Research purposes
Based on the background and problem formulation above, this research was conducted with the aim of:
1. To determine the effect of the Work Environment on Turnover Intention on employees of PT. Arifindo Adiputra Ariguna.
2. To determine the effect of Job Satisfaction on Turnover Intention on employees of PT. Arifindo Adiputra Ariguna.
3. To determine the effect of Job Stress on Turnover Intention on employees of PT. Arifindo Adiputra Ariguna.
4. To determine the effect of Work Environment, Job Satisfaction and Job Stress together on Turnover Intention of PT. Arifindo Adiputra Ariguna.

II. LITERATURE REVIEW
2.1. Work environment
According to Schultz (2006: 3) states that the work environment is defined as a condition related to the characteristics of the workplace towards the behavior and attitudes of employees where it is related to the occurrence of psychological changes due to things experienced in their work or in certain circumstances. which organizations should continue to pay attention to which includes work boredom, monotony and fatigue. Meanwhile, according to Budianto (2015: 108), the work environment leads to several aspects including management, organizational structure and job descriptions, freedom, a satisfying physical environment, such as the availability of places of worship, rooms that are comfortable enough to work, good ventilation, security, appropriate working hours and meaningful tasks.

2.2. Job satisfaction
According to Robbins (2015: 46), job satisfaction is a positive feeling about work, which results from an evaluation of its characteristics. Someone with a high level of job satisfaction has positive feelings about their job, while someone with a low level has negative feelings. According to Putra (2012: 17), job satisfaction is how employees feel about their work

2.3. Job Stress

Job stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and condition of an employee, in this case the pressure is caused by the work environment where the employee works (Journal of Wartono, 2017). Meanwhile, according to Robbins in Wartono, (2013), job stress is a dynamic condition in which an individual is faced with an opportunity, constraint, or demand related to what is desired and the result is perceived as uncertain.

2.4. *Turnover Intention*

Turnover Intention is defined as a mediating factor between attitudes that affect the intention to leave and actually leave the company (Yucel, 2012). Turnover Intention is the intention to leave the company voluntarily, which can affect the status of the company and will certainly affect employee productivity (Issa et al., 2013). Turnover Intention is the degree of tendency of the employee's attitude to look for a new job in another place or a plan to leave the company in the next three months and two years.

2.5. Relationship between Research Variables
2.5.1. The Linkage of Work Environment to Turnover Intention

Based on Mobley's theory (2002), if the work environment felt by employees is less comfortable, it will cause an intention to leave the company. This is in accordance with the research results of Lidya Ribkha Genta Polii (2015) which revealed that the work environment has a significant influence on Turnover Intention. Based on employees' perceptions, the intention to leave is still owned, even though the work environment is getting better. This is possible if the employee really wants to quit his current job or wants to find another job in a new work environment.

2.5.2 The Linkage of Job Satisfaction to Turnover Intention

Based on the theory of Robbins and Judge (2013), when employees do not like their jobs or the consequences of dissatisfaction show four responses, one of them comes out, namely the behavior shown to leave the company. This is in accordance with the results of research by Putri and Prasetio (2017), which states that there is a significant difference between job satisfaction and turnover intention of delonix hotel employees. This means that employees who have job satisfaction do not have the desire to leave the company, so the higher the job satisfaction of an employee, the lower the desire to leave the company.

2.5.3 Linkage of Job Stress to Turnover Intention

Based on the theory according to Robbins (2008: 369) due to stress associated with behavior includes changes in productivity, high employee turnover, high absenteeism levels and work accidents. This is in accordance with the results of research by Irma Sari Octaviani (2019) which argues that there is a significant positive effect between job stress on turnover intention at PT Pertama Logistic Service. This provides evidence that an employee who has job stress at work will increase the turnover intention.

2.6 Hypothesis Development
2.6.1 Effect of Work Environment on Turnover Intention

Bartkus et al. (1997) state that a good work environment will result in fellow colleagues supporting each other to complete the work they are assigned to, so that later a conducive work environment will create satisfaction for employees and will produce good performance for the company. The results of Joarder's research (in Putra Dewa, 2017), show that:

1. The work environment or working conditions has a negative and significant effect on turnover intention, where working conditions that can support work, such as adequate lighting or light, guaranteed workplace security is needed by employees. The higher

the crime, or it can be said that the safety of employees at work is threatened, it will be able to increase the employee's intention to look for safer good job alternatives.
2. According to the results of research conducted by Chairini (in Putra Dewa, 2017), proving that the work environment has a negative effect on turnover intention, a bad work environment, such as the lack of facilities received by employees, no place to rest employees, will encourage employees' intention to resign. self. The more complete the facilities received by employees to support their work, the lower the employee's intention to look for other work alternatives. Based on this, the following hypothesis can be formulated:

H1: The work environment has a significant effect on Employee Turnover Intention.

2.6.2 Effect of Job Satisfaction on Turnover Intention

Hullin et.al (1985), acknowledge that job alternatives and job satisfaction can have a substantial effect on the desire to leave workers in various populations. Job satisfaction is also negatively associated with employee turnover (turnover intention), but other factors such as job market conditions, alternative employment opportunities and long working tenure are important obstacles to leaving existing jobs (Robbins, 2014). The results of research by Christian Anugerah Rusdi Pramudika, Yulianeu, Aziz Fathoni and Amanda Mastisia Rakanita (2017), show that:
1. Job satisfaction has a negative and significant effect on turnover intention. This shows that job satisfaction is very important and is related to turnover intention, meaning that if the employee's job satisfaction is good, the turnover intensity will decrease.
2. The job satisfaction of an employee must be maintained properly by the company so that the employee does not change companies, because employees are the most important asset of a company in carrying out its operations. Based on this, the following hypothesis can be formulated:

H2: Job Satisfaction has a significant effect on Employee Turnover Intention.

2.6.3 Effect of job stress on Turnover Intention

According to Robbins (2014), the effects of stress associated with behavior include changes in productivity, high employee turnover, high absenteeism levels and work accidents. Meanwhile, according to Cox Gibson, 1987 in the journal Hermita, (2011), which identifies 5 types of potential consequences of stress impacts. One of the obvious impacts on the organization is the high level of absenteeism, high employee turnover, low productivity, alienation from co-workers, job dissatisfaction, decreased engagement and loyalty to the organization. The results of research by Liu (2012) and Tuten (2004) show that job stress has a direct and positive impact on turnover intention. This is the same as stated by Robbins (2014),

From the three things above, both the statements put forward by Robbins (2014), as well as the results of research that has been done before, namely by showing a direct relationship between job stress and turnover intention. This relationship shows that job stress is a strong reason behind the desire of employees to leave the company where they are currently working. Thus, the higher the work stress experienced by employees, the higher the employee's desire to leave the company. Based on this, the following hypothesis can be formulated:

H3: Job Stress has a significant effect on Employee Turnover Intention.

2.6.4 The Influence of Work Environment, Job Satisfaction, and Job Stress on Turnover Intention

Nila Ratna Sari, Moehammad Soe'oed Hakam and Heru Susilo (2015) This study concludes that job satisfaction shows a positive significance on turnover, so that H0 is rejected and Ha is accepted. Thus it can be concluded that there is a significant influence between job satisfaction on turnover intention

Gishella Paat, Bernhard Tewal and Arazzi Bin H. Jan (2017) The results show that Job Stress has a positive and significant effect on Turnover Intention, so that H0 is rejected and Ha is accepted. Thus it can be concluded that there is a significant influence between job stress on turnover intention

Laksm Sito Dwi Irvianti and Renno Eka Verina (2015) explain that the results of the study show that the work environment partially and simultaneously has an influence on Turnover Intention, which means that if the employee feels the work environment is getting better and more comfortable, the employee's desire to leave will decrease. So that H0 is rejected and Ha is accepted. Thus it can be concluded that there is a significant influence between the work environment on turnover intention.
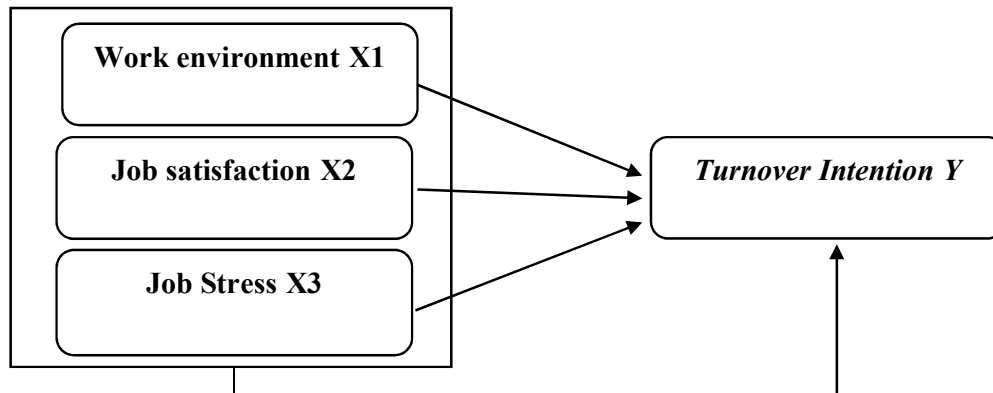
H4: Work Environment, Job Satisfaction, and Job Stress have a significant effect on Employee Turnover Intention

2.7 Research Conceptual Framework
In this study, the relationship between variables can be described in the form of a paradigm as follows:

Figure 2.1 Research Conceptual Framework

III. RESEARCH METHOD

3.1. Research Strategy

The strategy used in this study, using an associative research strategy. According to Sugiyono (2016: 92) associative strategy is research that looks for influence between two or more variables. Supporting this research strategy is the technique of collecting and analyzing data by seeking opinions or opinions from the subject under study (respondents) using a questionnaire, which aims to determine whether or not there is an influence between variables X1 (Work Environment), X2 (Job Satisfaction), X3 (Job Stress) and Y (Trunover Intention).

3.2. Population and Sample Research

According to Sugiyono (2017: 80), population can be defined as an area of generalization consisting of objects or subjects that have certain quantities and characteristics that are determined by researchers to be studied and then draw conclusions. The population in this study were employees of PT. Arifindo Adiputra Ariaguna, namely 50 employees consisting of Sales 25 employees, 10 employees Administration, Purchasing 5 employees and Production 10 employees, and not including the ranks of directors, managers

According to Sugiyono (2017: 81), the sample is part of the number and characteristics of the population. The sampling technique used in this study is a saturated sampling technique or census, which is a sampling technique when all members of the population are used as samples (Sugiono, 2014). The reason for using a saturated sampling technique is because the population is relatively small, less than 100 people, or because the research wants to make generalizations with very few errors. Although it takes longer time to collect data, saturated sampling or census techniques can obtain high data accuracy. Based on the description above, it can be seen that the sample used was 50 people. In this study, the measurement method uses a Likert scale which is used to measure attitudes,

3.5. Data Analysis Method

According to Sugiyono (2016: 89), the purpose of the data analysis method is a method used to obtain data that occurred in the past or present, regarding beliefs, opinion characteristics, behavior, variable relationships and to test several hypotheses about sociological and psychological variables from the sample. taken from certain populations,

data collection techniques with observations (questionnaires) are not in-depth and research results tend to be generalized.

3.5.1 Data processing

Data processing carried out in this study using a computer with Microsoft Excel and SPSS version 23 in order to obtain accurate and more efficient calculation results. Before testing the coefficient of determination, a validity and reliability test will be carried out to determine whether the data used has met the requirements in the coefficient of determination method.

3.5.2 Presentation of Data

The data that has been processed will be arranged using a presentation in the form of a table. The table is used to determine the trend categories of each of these variables and to be more systematic in understanding and analyzing the data presented.

3.5.3 Statistical Analysis of Data

To discuss the results of the study, the authors used paired data based on the data obtained. Therefore there is more than one independent variable, namely 3 independent variables, and one dependent variable, the analysis method used in this study is the analysis of the coefficient of determination and hypothesis testing (partial and multiple) as follows:

1. Data Quality Test

    a questionnaire depends on the quality of the data used in the test. Research data will not be useful if the instrument that will be used to collect research data does not have validity and reliability. These tests and measurements each demonstrate the consistency and accuracy of the data collected.

2. Validity test

    Siregar (2013: 46-48) says that validity or validity is to show the extent to which a measuring instrument is able to measure what you want to measure (a valid measure if it successfully measures the phenomenon).

    According to Sugiyono (2017: 121), research results are valid if there is a similarity between the data collected and the data that actually occurs on the object under study. An instrument is said to have high validity if the tool performs its size function in accordance with the purpose of the measurement. The validity test is done by correlating the scores between the question items and the total construct or variable scores, namely by comparing the calculated r value with the r table for the degree of freedom. (df) = n-4, where (n) is the number of research samples. If r count> r table and the value is positive then the item or question or indicator is declared valid, and vice versa, r count <r table then the question or indicator is invalid (Ghozali, 2013). This validity test is obtained by correlating each indicator score with the total variable indicator score, then the correlation results are compared with the critical value at the significant level of 0.05. To test the validity of this research instrument, the Pearson correlation product moment is used as in Sugiono (2013), namely:

    The formula used to test the validity of this instrument is the Pearson Product Moment correlation, which is formulated as follows:

$$r_{XY} = \frac{n\sum X\,Y - (\sum X)(\sum Y)}{\sqrt{\{n\sum X^2 - (\sum X)^2\}\{n\sum Y^2 - (\sum Y)^2\}}} \quad \text{..} \quad (3.1)$$

Information :

r = correlation coefficient

n = Number of samples (respondents)

X = Item score obtained by subjects from all items

Y = Total item score obtained from all items

3. Reliability Test

This test is carried out to determine the level of consistency of the measurement results if repeated measurements are made of the same symptoms and measuring instruments. What is meant by reliability is showing in an understanding that an instrument is reliable enough to be used as a data collection tool because the instrument is good. Reliability shows a certain level of reliability. Reliable means, trustworthy, so reliable (Supranto and Nanda Limakrisna, 2013: 99).

The reliability measurement technique used in this study is the Alpha Cronbach technique, with the help of the SPSS 23 program. This technique or formula can be used to determine whether a research instrument is reable or not, if the answers given by respondents are in the form of scales such as 1-3, and 1-5. , as well as 1-7 or respondents' answers that interpret the attitude assessment. The criteria for a research instrument are said to be reliable using this technique, if the reliability coefficient (r_11) is> 0.6 (Siregar, 2013: 57).

The formula used to test the reliability of this instrument is the Cronbach Alpha correlation, which is formulated as follows:

Cronbach's Alpha Coefficient: $\alpha_{it} = \left(\dfrac{k}{k-1} \right)\left(1 - \dfrac{\Sigma S_i^2}{S_t^2} \right)$ …………… .... (3.2)

Information :

r = instrument reliability coefficient
k = Number of questions or number of questions
$\sum^{ab} 2$ = Total grain variance
αt^2 = total variance

Table 3.3. Cronbach's Alpha interval

No.	Cronbach's Alpha interval	Relationship Level
1	0.00 - 0.20	Not Reliable
2	0.21 - 0.40	Less Reliable
3	0.41 - 0.60	Reliable enough
4	0.61 - 0.80	Reliable
5	0.81 - 1.00	Very Reliable

Source: Steemit.com (2018)

3.5.4   Analysis of the Coefficient of Determination (R²)

Analysis of R² (Rsquare) or the coefficient of determination is used to determine how much the percentage contribution of the influence of the independent variables simultaneously to the dependent variable. The coefficient of determination is between zero and one (0-1). If the value of R² is close to 1 (one), it can be said that the stronger the model is in explaining the independent variable to the dependent variable, conversely, if R² is close to 0 (zero), the weaker the variation in the independent variable explains the dependent variable. (Priyatno, 2012: 125) To state the size of the contribution of the independent variable to the dependent variable, it can be determined by the formula for the coefficient of determination as follows:

1. Partial analysis of the coefficient of determination
   1) Contribution of work environment to Turnover Intention
      R^{21} = (rx_1y) 2. 100%
   2) Contribution of Job Satisfaction to Turnover Intention
      R^{22} = (rx_2y) 2. 100%
   3) Contribution of Job Stress to Turnover Intention
      R^{23} = (rx_3y) 2. 100%
2. Multiple determination coefficient analysis

Contribution of work environment, job satisfaction and job stress simultaneously to Turnover Intention R24 = (rx1 x2 x3 y) 2. 100%

Where:

R2 = The coefficient of determination

r   = Correlation coefficient value

3.5.5. Hypothesis test

1. Partial Significance Test (t)

The t statistical test basically shows how far the influence of one explanatory / independent variable individually in explaining the variation of the dependent variable (Ghozali, 2013). Testing was carried out using a significance level of 0.05 (α = 5%) Rejection or acceptance of the hypothesis based on the following criteria:

1) If the significance value of t <0.05 or 5%, then H0 is rejected, meaning that there is a significant influence between one independent variable on the dependent variable.
2) If the significance value of t> 0.05 or then H0 is accepted, it means that there is no significant effect between one independent variable on the dependent variable.
3) The formula for T table is as follows:
   T table = (α / 2: nk-1)

2. Simultaneous Significant Test (Test F)

The model accuracy test is a test of the significance of the equation used to determine how much influence the independent variables (X1, X2) together have on the dependent variable (Y). The goodness of fit model can be measured from the F statistical value which shows whether all the independent or free variables that are included in the model have a joint influence on the dependent variable.

Testing criteria:

1. Ho is accepted if F is calculated <F table
2. Ho is rejected if F is calculated> F table
3. The formula for F table is as follows:
   F Table = (k: nk)

IV.   RESULTS AND DISCUSSION

4.1.   Description of Research Object

Perumahan Daru Estate is subsidized housing with low down payment developed by PT. Arifindo Adiputra Ariaguna. Located in the Raya Taban area, Jambe District, Tangerang Regency. Daru Estate is only 100 meters away from Daru Station. PT. Arifindo is part of Aria Property which has been established since 1991. The PT is a company engaged in the property sector, especially developers. Committed to developing comfortable and strategic residential and office complexes, the PT has built and managed various projects in several areas.

4.2.   Data Description

4.2.1.   *Respondent Characteristics*

1. Characteristics of respondents based on age

The results of the frequency calculation of the characteristics based on the age of the respondent are in Table 4.1 as follows:

Table 4.1 Characteristics of Respondents by Age

	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	<23 years	4	8.0	8.0	8.0
	23-26 years	23	46.0	46.0	54.0
	27-30 years	13	26.0	26.0	80.0
	> 30 years	10	20.0	20.0	100.0
	Total	50	100.0	100.0	

Source: Data processed (2020)

Based on the results of Table 4.1, it can be seen that the number of respondents who are less than 23 years old is 4 respondents or 8.0%, 2326 years old are 23 respondents or 46.0%, who are 27-30 years old are 13 respondents or 26.0 %, who are more than 30 years old as many as 10 respondents or 20.0%. Thus the employees of PT. Arifindo Adiputra Ariaguna Jakarta, mostly 23-26 years old, as many as 23 respondents with a percentage of 46.0%.

2. Profile of Respondents by Gender

The results of the data analysis of the questionnaire calculation regarding the profile of respondents based on gender.

Based on the results of Table 4.2, it can be seen that the number of male respondents was 34 respondents or 68.0% and 16 female respondents or 32.0%. Thus the majority of employees of PT. Arifindo Adiputra Ariaguna, who is male, as many as 34 employees with a percentage of 68.0%.

Table 4.2 Profile of Respondents by Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	34	68.0	68.0	68.0
	Women	16	32.0	32.0	100.0
	Total	50	100.0	100.0	

Source: Data processed, 2020

3. Profile of Respondents by Education

The results of the frequency calculation of the characteristics based on the respondent's education are in table 4.3 as follows:

Table 4.3 Profile of Respondents by Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA / equivalent	0	0	0	0
	Academy	6	12.0	12.0	12.0
	Bachelor	32	64.0	64.0	76.0
	Others	12	24.0	24.0	100.0
	Total	50	100.0	100.0	

Source: Data processed, 2020

Based on the results of the research in Table 4.3 above, it can be seen that the number of respondents with a high school education / equivalent is 0 respondents or 0%, 6 respondents or 12.0% have an Academy education, 32 respondents or 64.0% have a Bachelor degree, and those with a Bachelor degree Other educated as many as 12 respondents or 24.0%. Thus most of the majority of employees of PT. Arifindo Adiputra Ariaguna has a Bachelor degree, as many as 32 respondents with a percentage of 64.0%.

4. Profile of Respondents based on the number of years worked

The results of the frequency calculation of the characteristics of the respondents based on the length of work of the respondents Based on the research results in Table 4.4 above, it can be seen that the number of respondents who worked for less than 1 year were 3 respondents or 6.0%, who worked for 1-3 years as many as 9 respondents or 18.0%, who worked for 3-5 years as many as 24 respondents or 48.0%, and respondents who worked for more than 5 years were 14 respondents or 28.0%. Thus most of the employees of PT. Arifindo Adiputra Ariaguna Jakarta has a working period of 3-5 years as many as 24 employees with a percentage of 48.0%

Table 4.4 Profile of Respondents Based on Number of Years of Work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1 year	3	6.0	6.0	6.0
	13 years old	9	18.0	18.0	72.0
	35 years old	24	48.0	48.0	54.0
	> 5 Years	14	28.0	28.0	100.0
	Total	50	100.0	100.0	

Source: Data processed, 2020

4.3. Instrument Testing Results
4.3.1. Validity test

The validity test in this study was conducted to measure whether a questionnaire was valid or not. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire. The significance test is carried out by comparing the r-count value with the r-table for degree of freedom (df) = n-2, in this case n is the number of samples. If the correlation value> 0.278 (n = 50, rtabel value for df = 50-2 = 48, α 0.05), it is said that the item is valid.

Below is the validity test of the Work Environment variable which was carried out on 50 respondents with a total of 4 questions. The results of the validity test used the help of the SPSS version 23 program and the following results were obtained:

Table 4.9. Results of the Validity Test of Work Environment Variables

Code	Person Corelation (r-count)	(r-table)	Information
LK1	0.630	0.278	Valid
LK2	0.685	0.278	Valid
LK3	0.559	0.278	Valid
LK4	0.333	0.278	Valid
LK5	0.629	0.278	Valid

Source: Data processed, 2020

Based on table 4.9 above, to test the validity of work environment variables, it can be seen that all the questions have a value of r-count> r-table, therefore it is declared valid.

The following is the processing of the validity test on the job satisfaction variable carried out on 50 respondents with a total of 25 questions. The results of the validity test used the help of the SPSS version 23 program and the following results were obtained:

Table 4.10 Job Satisfaction Validity Test Results

Code	Person Corelation (r-count)	(r-table)	Information
KP1	0.583	0.278	Valid
KP2	0.502	0.278	Valid
KP3	0.426	0.278	Valid
KP4	0.332	0.278	Valid
KP5	0.348	0.278	Valid

Code	Person Corelation (r-count)	(r-table)	Information
KP6	0.328	0.278	Valid
KP7	0.525	0.278	Valid
KP8	0.583	0.278	Valid
KP9	0.502	0.278	Valid
KP10	0.426	0.278	Valid
KP11	0.474	0.278	Valid
KP12	0.289	0.278	Valid
KP13	0.372	0.278	Valid
KP14	0.291	0.278	Valid
KP15	0.388	0.278	Valid
KP16	0.348	0.278	Valid
KP17	0.328	0.278	Valid
KP18	0.525	0.278	Valid
KP19	0.583	0.278	Valid
KP20	0.502	0.278	Valid
KP21	0.426	0.278	Valid
KP22	0.474	0.278	Valid
KP23	0.289	0.278	Valid
KP24	0.372	0.278	Valid
KP25	0.291	0.278	Valid

Source: Data processed, 2020

Based on the table 4.10 above, to test the validity of the job satisfaction variable, it can be seen that all the questions have a value of r-count> r-table, therefore it is declared valid:

The validity test of the work stress variable was carried out on 50 respondents with the number of indicators as many as 10 questions. The results of the validity test used the help of the SPSS version 23 program and the following results were obtained:

Table 4.11. Job Stress Validity Test Results

Code	Person Corelation (r-count)	(r-table)	Information
SK1	0.440	0.278	Valid
SK2	0.494	0.278	Valid
SK3	0.430	0.278	Valid
SK4	0.567	0.278	Valid
SK5	0.405	0.278	Valid
SK6	0.450	0.278	Valid
SK7	0.450	0.278	Valid
SK8	0.390	0.278	Valid
SK9	0.598	0.278	Valid
SK10	0.284	0.278	Valid

Source: Data processed, 2020

Based on Table 4.11 above, to test the validity of the work stress variable, it can be seen that all the questions have a value of r-count> r-table, therefore it is declared valid.

The validity test of the turnover intention variable was carried out on 50 respondents with a total of 8 questions. The results of the validity test used the help of the SPSS version 23 program and the following results were obtained:

The following are the results of the validity test with the help of the SPSS version 23 program:

Table 4.12. Turnover Intention Validity Test Results

Code	Person Corelation (r-count)	(r-table)	Information
TO1	0.433	0.278	Valid
TO2	0.590	0.278	Valid
TO3	0.713	0.278	Valid
TO4	0.712	0.278	Valid
TO5	0.567	0.278	Valid
TO6	0.603	0.278	Valid
TO7	0.712	0.278	Valid
TO8	0.574	0.278	Valid

Source: Data processed, 2020

Based on Table 4.12 above, to test the validity of the turnover intention variable, it can be seen that all the questions have a value of r-count> r table, therefore they are declared valid.

4.3.2. Reliability Test

Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is declared reliable or reliable if someone's answer to a question is consistent or stable over time.

The reliability test in this study used the One Shot method because of limitations in the time of conducting the study and anticipating the respondent's busy activities.

A construct or variable is said to be reliable if it provides a Cronbach's Alpha (α) value> 0.60 (Ghozali, 2013). The results of the reliability test using the SPSS 23 program can be seen in the recapitulation of the output results as below:

Based on Table 4.13, it can be seen that all research variables have a Cronbach's Alpha value> 0.60, which means that all the variables that the author studied are reliable.

Table 4.13. Reliability Test Results

Variable	Cronbach's Alpha	N of items	Information
Work environment	0.780	5	Reliable
Job satisfaction	0.772	25	Reliable
Job Stress	0.879	11	Reliable
Turnover Intention	0.765	7	Reliable

Source: SPSS Processing Results 23

.

4.4. Statistical Analysis of Data

4.4.1. Analysis of the coefficient of determination

The influence of the quality of the work environment, job stress, and job satisfaction on turnover intention is indicated by the coefficient of determination (R2). The coefficient of determination (R2) shows the proportion or percentage of the total variation in variable Y which can be explained by the independent variables X1 X2 and X3.

1. Partial Determination Coefficient
   a. The coefficient of determination of the work environment (X1) on Turnover Intention (Y) is as follows:

Table 4.14 Work Environment Partial Determination Coefficient (X1) and Turnover Intention (Y)

Correlations

Control Variables			Lingkungan Kerja	Turnover Intention
Kepuasan kerja	Lingkungan kerja	Correlation	1,000	,861
		Significance (2-tailed)	.	,005
		df	0	50
	Turnover Intention	Correlation	,861	1,000
		Significance (2-tailed)	,005	.
		df	50	0

Source: Questionnaire Processed Data (2020)

$$R21 = (r)^2 \text{ x } 100\%$$
$$= (0.861)^2 \text{ x } 100\%$$
$$= 0.74 \text{ x } 100\%$$
$$= 74.0\%$$

This shows that the partial determination coefficient of 0.137 can be interpreted that the influence of the work environment on Turnover Intention is 74.0% or in other words 74.0% of the variation in turnover intention can be explained by work environment variables, while the remaining 26% is the influence of variables. others who were not included in this research model.

b. The coefficient of determination of job satisfaction (X2) on Turnover Intention (Y) is as follows:

Table 4.15 Partial Determination Coefficient of Job Satisfaction (X1) and Turnover Intention (Y)

Correlations

Control Variables			Kepuasan Kerja	Turnover Intention
Stres kerja	Kepuasan kerja	Correlation	1,000	,414
		Significance (2-tailed)	.	,000
		df	0	50
	Turnover Intention	Correlation	,414	1,000
		Significance (2-tailed)	,000	.
		df	50	0

Source: Questionnaire Processed Data (2020)

$$R22 = (r)^2 \text{ x } 100\%$$
$$= (0.414)^2 \text{ x } 100\%$$
$$= 0.171 \text{ x } 100\%$$
$$= 17.1\%$$

This shows that the partial determination coefficient of 0.171 can be interpreted that the effect of job satisfaction on Turnover Intention is 17.1% or in other words 17.1% of the variation in the Turnover Intention variable can be explained by the job satisfaction variable, while the remaining 82.9% is the influence of other variables not included in this research model.

c. The coefficient of determination of work stress (X3) on Turnover Intention (Y) is as follows:

Table 4.16 Job Stress Partial Determination Coefficient (X3) and Turnover Intention

Correlations

Control Variables			Stres Kerja	Turnover Intention
Lingkungan kerja	Stres kerja	Correlation	1,000	,676
		Significance (2-tailed)	.	,000
		df	0	50
	Turnover Intention	Correlation	,676	1,000
		Significance (2-tailed)	,000	.
		df	50	0

Source: Questionnaire Processed Data (2020)

$$R23 = (r)^2 \times 100\%$$
$$= (0.456)^2 \times 100\%$$
$$= 0.456 \times 100\%$$
$$= 45.6\%$$

This shows that the partial determination coefficient of 0.456 can be interpreted that the effect of work stress on Turnover Intention is 45.6% or in other words 45.6% of the variation in the Turnover Intention variable can be explained by the work stress variable, while the remaining 54.4% is the influence of other variables not included in this research model.

2. Multiple Coefficient of Determination

The coefficient of determination is used to determine how much the independent variables have an influence on the dependent variable. The coefficient of determination used Adjusted R Square.

Based on Table 4.17, it is known that the coefficient of determination (adjusted R^2) is 0.964, which means 96.4%. This shows that the work environment, job satisfaction, and work stress contained in PT. Arifindo Adiputra Ariaguna simultaneously had an influence on turnover intention of 96.4% and the rest, while 3.6% (100-96.4) was explained by other variables not included in this research model.

Table 4.17. Multiple Determination Coefficient Test Results
Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.983a	.966	.964	.58639

a. Predictors: (constant), Work_stress, Job_ Satisfaction, Work_ Environment
b. Dependent Variable: Turnover_Intention Source: SPSS Processing Results 23

Based on Table 4.17, it is known that the coefficient of determination (adjusted R^2) is 0.964, which means 96.4%. This shows that the work environment, job satisfaction, and work stress contained in PT. Arifindo Adiputra Ariaguna simultaneously had an influence on turnover intention of 96.4% and the rest, while 3.6% (100-96.4) was explained by other variables not included in this research model.

4.4.2. Hypothesis testing
1. Partial Testing

Partial or individual tests are used to determine whether an independent variable has a significant or not effect on the dependent variable. Making this decision can be done by looking at the probability / significance value, namely:

a. If probability / significance> 0.05 then Ho is accepted and Ha is rejected.
b. If the probability / significance <0.05 then Ho is rejected and Ha is accepted.

Based on the results of the Output Coefficients above, it is known that the significant coefficient value for the Work Environment variable (X1) is 0.000, Variable (X2) Job Satisfaction is 0.001, and Variable X3 for Job Stress is 0.000. So it can be concluded that H1, H2, H3 are accepted. This means that there is an influence between these three variables on turnover intention.

Table 4.18. Partial Hypothesis Testing of work environment (X1), job satisfaction (X2), and job stress (X3) on turnover intention (Y)

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13,680	3,214		4,326	.000
Work environment	-861	.125	-369	-2,356	.000
Job satisfaction	-.414	.118	-254	-3,732	.001
Work_stress	.676	.131	.396	4,311	.000

a. Dependent Variable: Turnover_Intention
Source: SPSS Processing Results 23

Based on the results of the Output Coefficients above, it is known that the significant coefficient value for the Work Environment variable (X1) is 0.000, Variable (X2) Job Satisfaction is 0.001, and Variable X3 for Job Stress is 0.000. So it can be concluded that H1, H2, H3 are accepted. This means that there is an influence between these three variables on turnover intention.

1) Based on Table 4.18 Hypothesis Test of the Work Environment on Turnover Intention, it can be seen that the significant value of the Work Environment variable is 0,000 or less than 0.05 so that H1 is accepted as seen from the significant value of the influence of the Work Environment on Turnover Intention.

2) Based on Table 4.18 Hypothesis Test of Job Satisfaction on Turnover Intention, it can be seen that the significant value of the Job Satisfaction variable is 0.001 or less than 0.05 so that H2 is accepted, it can be stated that it can be seen from the significant value of the influence of the Job Satisfaction variable on Turnover Intention.

3) Based on Table 4.18, the Job Stress Hypothesis Test on Turnover Intention can be seen that the significant value of the Work Stress variable is 0,000 or less than 0.05 so that H3 is accepted, it can be stated that it can be seen from the significant value of the influence of the Work Stress variable on Turnover Intention.

T table = (α / 2: nk-1)
T table = (0.05 / 2: 50-3-1)
T table = (0.025: 46)
T table = 2,012

Based on the results obtained, the calculated t value is measured from t table 2012, it can be concluded that:

1) Based on Table 4:18 Hypothesis Test for the Work Environment on Turnover Intention, it can be seen that the significant value of the Work Environment variable is 0,000 or less than 0.05 and is seen from the t table value -2.356 <2.012 so that Ho is rejected and Ha is accepted, it can be stated that the Environmental variable Work partially has a negative and significant effect on Turnover Intention.

2) Based on Table 4.18 Hypothesis Test of Job Satisfaction on Turnover Intention, it can be seen that the significant value of the Job Satisfaction variable is 0.001 or less than 0.05 and seen from the t table value -3.732 <2.012 so that Ho is rejected and Ha is accepted, it can be stated that the Satisfaction variable Work partially has a negative and significant effect on Turnover Intention.

3) Based on Table 4.18 Hypothesis Test for Job Stress on Turnover Intention, it can be seen that the significant value of the Work Stress variable is 0,000 or less than 0.05 and seen from the value of t table 4,311> 2,012 so that Ho is rejected and Ha is accepted, it can be stated that the Work Stress variable partially positive and significant effect on Turnover Intention

2. Multiple testing

Basis for decision making in the F test based on the calculated F value and table:

1) If the value of F Count> F table, then the independent variable simultaneously affects the dependent variable.

2) If the value of F count <F table, then the independent variable simultaneously has no effect on the dependent variable.

Table 4.19. Simultaneous Hypothesis Testing Work environment (X1), job satisfaction (X2), and job stress (X3) on turnover intention (Y)

ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	446,683	4	148,894	43,023	.000b
Residual	15,817	46	.344		
Total	462,500	50			

a. Dependent Variable: Turnover_Intention
b. Predictors: (Constant), Work_stress, Job_ Satisfaction, Work_ Environment
Source: SPSS Processing Results 23

From the results of the calculation of the SPSS 23 application above, the calculated F is 43.023

F Table = (k: nk)
F Table = (k: nk)
F Table = (3: 50-3)
F Table = (3:47)
F Table = 2.80

Based on Table 4.18, it can be seen that the calculated F value is 43.023> F table 4.20 or F count is greater than the F table value and the significance value is 0.000 or less than 0.05, so Ho is rejected and Ha is accepted, it can be stated that the work environment , job satisfaction, and job stress together have an effect on turnover intention.

4.5. Discussion of Research Results

4.5.1 The Influence of Work Environment on Turnover Intention

Based on the results of testing the first hypothesis which shows that the work environment has a negative and significant effect on turnover intention, it can be said that the work environment has a significance level of 0.000 where the value is smaller than the

0.05 significance level, then the accepted hypothesis is Ha1, so it can be concluded that the work environment variable (X1) has a significant effect on turnover intention at PT. Arifindo Adiputra Ariaguna Jakarta. The results of this hypothesis are also strengthened by the research of Muhammad Imran Qureshi, Mehwish Iftikhar, et al (2013) where the results of this study state that the work environment has a negative and significant effect on turnover intention. So the worse the work environment, the higher the level of Turnover Intention at PT. Arifindo Adiputra Ariaguna.

4.5.2   Effect of Job Satisfaction on Turnover Intention

Based on the results of testing the second hypothesis which shows that job satisfaction has a negative and significant effect on turnover intention, it can be said that job satisfaction has a significance level of 0.001 where the value is smaller than the 0.05 significance level, then the accepted hypothesis is Ha2, so it can be concluded that the job satisfaction variable (X2) has a significant effect on the employees of PT. Arifindo Adiputra Ariaguna. The results of this hypothesis are also strengthened by research by Mona Tiorina Manurung (2012), where the results of this study state that job satisfaction has a negative and significant effect on turnover intention. So the worse the level of job satisfaction, the higher the level of Turnover Intention at PT. Arifindo Adiputra Ariaguna.

4.5.3   The Effect of Job Stress on Turnover Intention

Based on the results of testing the third hypothesis which shows that work stress has a positive and significant effect on turnover intention, it can be said that work stress has a significance level of 0.000 where the value is smaller than the 0.05 significance level, then the accepted hypothesis is Ha3, so it can be concluded that the work stress variable (X3) has a significant effect on the performance of the employees of PT. Arifindo Adiputra Ariaguna. The results of this hypothesis are also reinforced by research by Mona Tiorina Manurung (2012) where the results of this study state that job stress has a positive and significant effect on employee performance. So the higher the level of Job Stress, the higher the level of Turnover Intention at PT. Arifindo Adiputra Ariaguna Jakarta.

4.5.4   The Influence of Work Environment, Job Satisfaction, and Work Stress on Turnover Intention

Based on the results of testing the fourth hypothesis which shows that Table 4.19 can be seen that the value of F count is 43.023> F table 2.80 or F count is greater than the value of F table and the significance value is 0.000 or less than 0.05 then Ho is rejected and Ha is accepted , it can be stated that the work environment, job satisfaction, and work stress jointly affect turnover intention at PT. Arifindo Adiputra Ariaguna. The results of this hypothesis are also reinforced by research by Agung AWS Waspodo (2015) where the results of the study state that work environment, job satisfaction, and work stress jointly affect turnover intention.

V.   CONCLUSIONS AND SUGGESTIONS

5.1.   Conclusion

Based on the results of research and discussion of the influence of work environment, job satisfaction, job stress and employee turnover intention to PT. Arifindo Adiputra Ariaguna. Then it can be concluded that the following results:

1. Based on the results of testing the first hypothesis which shows that the work environment has a negative and significant effect on turnover intention, it can be said that the work environment has a significance level of 0.000 where the value is smaller than the 0.05 significance level, then the accepted hypothesis is Ha1, so it can be concluded that the work environment variable (X1) has a significant effect on turnover intention at PT. Arifindo Adiputra Ariaguna Jakarta.

2. Based on the results of testing the second hypothesis which shows that job satisfaction has a negative and significant effect on turnover intention, it can be said that job satisfaction has a significance level of 0.001 where the value is smaller than the 0.05

significance level, then the accepted hypothesis is Ha2, so it can be concluded that the job satisfaction variable (X2) has a significant effect on the employees of PT. Arifindo Adiputra Ariaguna.

3. Based on the results of testing the third hypothesis which shows that work stress has a positive and significant effect on turnover intention, it can be said that work stress has a significance level of 0.000 where the value is smaller than the 0.05 significance level, then the accepted hypothesis is Ha3, so it can be concluded that the work stress variable (X3) has a significant effect on the performance of the school employees of PT. Arifindo Adiputra Ariaguna.

5.2. Suggestion

1. Based on the results of the descriptions of respondents 'answers, it can be seen from the lowest average value of the work environment variable in the LK 4 indicator in the statement "Based on the descriptions of the respondents' answers, it can be seen from the lowest average value of the work environment variables in the LK 4 indicator in the statement" I always build a good working relationship with the leadership and with my colleagues "with the value of the descriptions of the respondents' answers of 2.56 where on average the respondents answered" not as good as ". Therefore, suggestions that can be taken into consideration are that it is hoped that the company must pay attention to employee relations in work, for example with employees, holding activities outside working hours such as morning sports every Friday so that there is communication between other employees, family gatherings,

2. Based on the description of the respondent's answer, it can be seen from the lowest average value of the job satisfaction variable in the KP 20 indicator in the statement "I have freedom in planning tasks and doing company tasks of 2.38 where on average the respondents answered" disagree ". Therefore, suggestions that can be taken into consideration are that the company is expected to be professional towards its employees in terms of providing compensation in job planning so that employees can continue to develop. Because employee satisfaction at work is a major factor in the achievement of a good company, if employee satisfaction is not prioritized, one of them is freedom in planning tasks and performing company duties, it can have an impact on employees who will be indifferent to their work.

3. Based on the results of the descriptions of respondents' answers, it can be seen from the lowest average value of the work stress variable in the SK 9 indicator in the statement "The level of supervision in my company is clear and according to organizational standards" with the value of the description of the respondent's answer of 2.56 where the average respondent answers "Agree. ". Therefore, suggestions that can be taken into consideration are that superiors are expected to always pay attention to the relationships of their employees in working with other employees so that effective communication is always maintained and in order to always create harmonious relationships between employees in order to avoid misunderstandings at work.

5.3. Research Limitations

In connection with this research has limitations in conducting research, it is recommended for further researchers who want to examine the variables contained in this study, namely Work Environment, Job Satisfaction, Job Stress and Turnover Intention, so that further research can develop other variables such as Workload, Training Work and Company Culture so that it can be used as a reference for researching variables that have never been done or using other research objects and by increasing the number of respondents in different research objects.

REFERENCE LIST

Almasri, M. Nazar. 2016. Implementation in Islamic Education. Journal of Religious Social Research, 19 (2),

Astianto, Anggit & Suprihhadi, Heru. 2014. The Effect of Work Stress and Workload on Employee Performance in PDAM Surabaya. Journal of Management Science and Research, 3 (7).

Bartkus, KR, Howell, RD, Parent, MCR, and Hartman, CL 1997. Managerial Antecedents and Individual Consequences of Group Cohesiveness in Travel Service Selling. Journal of Travel Research, 37 (4), 56-63.

Denziana, Anggita. 2014. Corporate Financial Performance Effect Of Macro Economic Factors Againt Return. Journal of Accounting & Finance, 5 (2).

Dharma, Cipta. 2014. The Relationship Between Turnover Intention and Organizational Commitment at PT. X. Medan. ISSN EXIS Journal 2302-1489.

Dhermawan, Anak Agung and Subidya, IGA 2012. The Influence of Motivation, Work Environment, Competence and Compensation on Job Satisfaction and Employee Performance in the Office of Public Works Office of Bali Province. Journal of Management, Business Strategy and Entrepreneurship, Vol. 6 (2).

Ghozali, Imam. 2013. Application of Multivariate Analysis with the SPSS Program. Diponegoro University.

Hasibuan, Malayu SP 2014. Human Resource Management. Jakarta: Earth Literacy.

Hulin, CL, and Roznowski, M. 1985. Organizational technologies: Effects on organizations 'characteristics and individuals' responses. In BM Staw and LL Cummings. Research in Or & anizational Behavior. Greenwich, Ct: Jai

Irvianti, Laksmi Sito Dwi and Verina, Renno Eka 2015. Analysis of the Effect of Work Stress, Workload and Work Environment on Turnover Intention Employees at PT. XL Axiata Tbk. Jakarta. Binus Business Review, 6 (1), 117-126.

Issa, Dua'a Abdul. 2013. Job Satisfaction And Turnover Intention Based On Sales Person Standpoint. Middle-East Journal Of Scientific Research, 14 (4), 525-531.

Istijanto. 2005. Human Resource Research. Jakarta: PT. Gramedia General Library.

Karimah, Khoirunnisa El. 2012. The Relationship between Job Stress and Job Satisfaction Employees at Three Operational Rectorates of PT. State Electricity Company (Persero).

Kusbiantari, Dyah. 2013. Efforts to Reduce Turnover Intentions through Increasing Intrinsic Motivation in Older Teachers. Pawiyatan Scientific Magazine, 20 (1).

Lubis, Aswadi. 2015. A conducive working environment and the factors that influence it. Al-Masharif, 3 (1).

Logahan, Jerry M. 2012. An analysis of the influence of the work environment and giving Compensation for Employee Performance of CV. MUM Indonesia. Binus Business Review, 3 (1), 573-586.

Mangkunegara, AA Anwar Prabu. 2013. Company Human Resource Management. Bandung: PT. Rosdakarya performance.

Manurung, Mona Tiorina. 2012. Analysis of the Effect of Job Stress and Job Satisfaction on Employee Intention Turnover.

Melani, Titis & Suhaji. 2012. Factors Affecting Satisfaction Work (Studies on Employees of the College of Pharmacy Sciences "Semarang Pharmasi Foundation. Journal of Accounting and Business Studies, 1 (1).

Mobley, WH (2011). Employee Turnover: Cause, Effect and Control (Translator). Jakarta: PT Pustaka Binaman Pressindo.

Son, Bonaventura Ridya. 2012. The Influence of Job Stressor on Turnover Intention with Job Satisfaction as a Mediating Variable.

Putra, I Dewa GD and Utama, I Wayan M. 2017. The Effect of Work Environment and Job Satisfaction on Turnover Intention at Mayaloka Villas Seminyak. E-Journal of Management of Udayana University, 6 (9).

Pramudika, Christian A. R, Yulianeru, Fathoni, Aziz and Rakanita, AM 2017. The Influence of Job Satisfaction, Career Development and Organizational Commitment on Turnover Intention. Journal Of Management. ISSN: 2502-7689, 3 (3).

Qureshi, Muhammad Imran. 2013. Relationship Between Job Stressors, Workload, Environment and Employees Turnover Intention: What We Know, What Should We Know. World Applied Sciences Journal, 23 (6), 764-770.

Rahmawati, Nela Pima and Swasto, Bambang. 2014. The Effect of Work Environment on Performance. Journal of Business Administration (JAB), 8 (2).

Robbins, SP and Judge TA 2014. Organizational Behavior. Jakarta: Four Salemba.

Sari, Nita Ratna. 2015. The Effect of Job Satisfaction on Turnover Intention. Journal of Business Administration (JAB), 27 (1).

Simamora, Henry. 2007. Human Resource Management. STIE YKPN Yogyakarta.

Sugiyono. 2014. Quantitative Research Methods, Qualitative and R & D. Bandung: Alfabeta.

Sedarmayanti. 2011. Work Procedure and Work Productivity: An Overview of Ergonomic Aspects or the Relationship between Humans and Their Work Environment. Bandung: Mandar Maju.

Soegandhi, Vannecia Marchelle. 2013. The Influence of Job Satisfaction and Job Loyalty on Organizational Citizenship Behavior of Employees of PT. Surya Timur Sakti Jatim. Agora, 1 (1).

Soedarsa, Herry Goenawan, Anwar, Chairul & Shanti. 2014. The Effect of Human Resource Management Audit on Employee Performance. Journal of Accounting and Finance, 5 (1).

Wartono, Tri. 2017. The Effect of Job Stress on Employee Performance (Study of Employees of Mother And Baby Magazine). Pamulang University Management Study Program Scientific Journal, 5 (1).

Yucel, Ilhami. 2012. Examining The Relationship Among Job Satisfaction, Organizational Commitment And Turnover Intention: An Empirical Study. International Journal Of Business And Management, 7 (20