

The Influence of Job Insecurity and Organizational Commitment to Honourer Nursery Intention Turnover in Dr M Salamun Hospital

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ABSTRACT

This study aims to determine the effect of Job Insecurity and Organizational Commitment on Intention Turnover for Honorary Nurses at Dr M Salamun Hospital, Bandung City. The method used in this research is quantitative and descriptive research methods. The population used in this study were honorary nurses at RSAU Dr M Salamun Bandung City, amounting to 98 respondents using probability sampling techniques, saturated samples. The multiple correlation tests affect Job Insecurity and Organizational Commitment on Turnover Intention shows a number of 0.516 which indicates that the correlation between variables is moderate / strong enough. The value of the determination coefficient is 26.6% of the independent variable, the effect of job insecurity and organizational commitment in explaining the dependent variable Turnover Intention, while the remaining 73.4% and obtained from other variables that are not explained in this study. From the research results, the effect of Job Insecurity on Turnover Intention is 15.1%, Organizational Commitment to Turnover Intention is 10.3%. From the research results, it is obtained the equation Turnover Intention = 22.612 + 0.560 - 0.382. So it can be concluded that the effect of Job Insecurity and Organizational Commitment on Turnover Intention in Dr. M Salamun Hospital, Bandung City.

Keywords: *Job Insecurity, Organizational Commitment, Turnover Intention*

1. INTRODUCTION

Human resources are one of the most important factors in an organization to achieve goals; the desire to leave is one of the initial signs of turnover in the company [1]. The occurrence of high turnover will have a negative impact on the company [2]. This should be of utmost concern to the company because high turnover can disrupt the company's activities and productivity.

The desire of employees to move or leave the organization is a phenomenon that is often encountered by every company. Low enthusiasm for work and discomfort at work are factors that are often experienced by employees, which encourage employees to leave their jobs and seek information in other companies.

With the large number of workers in the company, the company is competing to provide comfort in order to avoid

The entry and exit of employees. One of them is a company in the field of health services, namely hospitals. Hospital is an organization that manages overall health services. In the hospital, there are various professions in it, namely medical, paramedical and non-paramedical professions. Based on the Decree of the Minister of Health of the Republic of Indonesia No. 983 / MENKES / SK / XI / 1992 concerning "Hospital duties in general are to carry out effective health efforts and the results prioritize healing and maintenance efforts which are carried out officially and integratedly. Uncertainty about working conditions and increasing human resources.

The results of her research on reff [3] show that job insecurity has a positive and significant effect on turnover intention. One of the health workers who have an

important role in achieving the goals of the hospital is a nurse. Nurses are human resources (HR) who have a very important contribution in the services at the hospital. Nurses have a responsibility to serve patients for 24 hours a day. This shows that nurses have an important role in achieving the hospital's goals to fulfill the hospital's goals. The development of service companies, especially private hospitals, has fairly tight competitors by providing different services and techniques.

High turnover rates will have a negative impact on the organization, such as creating [4]. organizational commitment is the level of loyalty and support shown by employees to the organization [5]. If the organizational commitment of employees is high, the level to move to another organization (turnover intention) in the company will be lower. Organizational commitment reflects employee loyalty to the organization and a continuous process where organizational members express their concern for the organization and its success and continuous progress [6]. If the employee has committed to the organization or company, the employee will not have the intention to move to another organization (turnover intention).

From previous studies in her research results on reff [7] show that job insecurity has a positive and significant effect on turnover intention, while shows that the effect of job insecurity is significant on turnover intention. Organizational commitment and job satisfaction have a negative and significant effect on employee turnover intention, and have a negative and significant effect on turnover intention. [8].

2. LITERATURE REVIEW

2.1 Job Insecurity

Job insecurity or can be referred to as job insecurity can be defined as a condition related to a person's fear of losing his job or prospects for demotion or demotion and various other threats to working conditions associated with a decline in welfare. psychological and decreased job satisfaction [9].

Job insecurity is a reflection of the degree to employees who feel their work is threatened and feel helpless to do everything about it [10]. This condition arises because of the large number of jobs with contract status or outsourcing that is quite widely applied by companies. The increasing number of jobs with temporary or non-permanent time duration has caused more and more employees to experience job insecurity; in general job insecurity is psychological insecurity. several dimensions of job insecurity are as follows:

1. Possible loss of job.
2. Possible negative changes that occur in the company.
3. Employee helplessness in dealing with threats [11]

2.2 Organizational Commitment

organizational commitment involves three attitudes, namely: identification with organizational goals, feelings of involvement with organizational tasks, and feelings of loyalty to the organization [12]. This means that employees who are committed to the organization view the values and interests of the integrated organization with their personal goals. The work that becomes his job is understood as personal interest, and has a desire to always be loyal for the betterment of the organization. According to Dessler in Priansa (2018: 234) states that organizational commitment is an employee's identification of approval to achieve the unit mission or organizational mission [13]. Indicators of organizational commitment according to Dyne and Graham in Priansa (2018: 243) are:

1. Affective commitment
2. Normative Commitment
3. Continuous Commitment [14].

Turnover Intention is the tendency or intention of employees to quit work voluntarily or move from one workplace to another. Indicators According to Kartono (2017: 44) turnover intention can be measured through several indicators, namely:

1. Thinking of Quitting (Thinking of getting out)
2. Job Search
3. Intent to Quit (Intent to Quit)

Based on the explanation above, the researcher developed the following hypothesis:

H1 = Job Insecurity affects Turnover intention at RSAU Dr M Salamun, Bandung City.

H2 = Organizational commitment affects Turnover intention at RSAU Dr M Salamun, Bandung City.

H3 = Job Insecurity and Organizational Commitment affect Turnover intention at RSAU Dr. M Salamun, Bandung City.

3. METHODOLOGY

The research method is a method used for a study which is included as a tool used to measure and collect data at the time of research. The use of research methods to test a truth and determine an assessment of data. According to

Sugiyono (2018: 68) the research method is a scientific way to get data with specific purposes and uses [15].

The research method used in this research is a descriptive quantitative approach, namely data collection, tested hypotheses or answering questions about the final status of research subjects. . M Salamun, Bandung City. This study uses two types of data, namely primary data and secondary data. Primary data is data that is directly obtained through personal or group interviews, surveys by attaching questions or observation methods [5]. The data that has been obtained are used to answer the problems that exist in this study. Primary data sources in This research was obtained from RSAU Dr. M Salamun, Bandung City. Secondary data is obtained through various sources such as scientific journals, articles, books, internet and various other relevant sources used as references in research.

4. RESULTS AND DISCUSSION

The data used in this study is the result of distributing questionnaires to 98 respondents who are all honorary nurses at Dr M Salamun Hospital. Based on the research results, the following data were obtained:

Table 1. Characteristics Despondence

Characteristics	Information	Amount	%
Gender	Male	58	59.18%
	Female	40	40.82%
	Amount	98	100%
Age	20-30 Year old	56	57.14%
	31-40 Year Old	34	34.69%
	41-50 Year Old	8	8.16%
	Amount	98	100%
Education	Diploma	26	26.83%
	Bachelor	72	73.87%
	Amount	98	100%
Years Of Work	< 1 Years	25	25.51%
	1- 5 Years	57	58.16%
	6-10 Years	16	16.33%
	Amount	98	100%

4.1 Descriptive Analysis Results

Based on the results of distributing questionnaires to 98 respondents at RSAU Dr. Salamun to find out how respondents describe Job Insecurity, Organizational Commitment and Turnover Intention, the following data were obtained :

Table 2. Respondents' Responses

No	Variable	Average Score	Average	Category
1	Job Insecurity	25.33	2.81	Not Good
2	Komitmen Organizational	26.71	2.97	Not Good
3	Turnover Intention	26.59	2.95	Not Good

based on Table 2, it can be concluded that the respondents' responses to Job Insecurity, Organizational Commitment and Turnover Intention are in the unfavorable category.

4.2 Discussion

Effect of Job Insecurity on Turnover Intention at Dr. Salamun Hospital Ashford et al in revealed that Job Insecurity is a reflection of the degree to which employees feel that their jobs are threatened and feel helpless to keep their jobs . Conditions arise when there are many jobs with a contract system that is quite widely used by companies today. The higher the Job Insecurity, the higher the sense of helplessness or feeling threatened in doing his job. Conversely, if employees have low Job Insecurity, it will reduce their sense of helplessness in their work

Based on the t test, job insecurity is said to have an effect on turnover intention because it has a sig value (0.00) <0.05 and a t-count value> t-table (4.599> 1.985). The higher the level of job insecurity towards turnover intention, the higher the level of turnover intention within the company. Conversely, if the low level of job insecurity will also lower the level of turnover intention within the company. Based on the test of determination, the effect of job insecurity shows a contribution to turnover intention because the job insecurity variable shows the contribution of the influence of Job Insecurity to Turnover Intention in this study of 15.1% while the rest is 84.9 % is influenced by the Organizational Commitment variable and other variables not examined in this study. The results of this study are supported in her research on reff [3] that shows that job insecurity has a positive and significant effect on turnover intention, while according to Ardana (2016: 69) it shows that job insecurity has a significant effect on turnover intention.

The Effect of Organizational Commitment on Turnover Intention in Dr. Salamun Hospital

organizational commitment is the level of loyalty and support shown by employees to the organization [5]. If the organizational commitment of employees is high, the level to move to another organization (turnover intention) in the company will be lower. organizational commitment reflects employee loyalty to the organization and a continuous process where organizational members express their concern for the organization and its success and continuous progress. If the employee has committed to the organization or company, the employee will not have the intention to move to another organization (turnover intention).

Based on the t test, it can be seen that Organizational Commitment is said to have an effect on turnover intention because it has a sig value of 0.00 <0.05 and a value of t-count> t-table (-3.856> t-table = 1.985). the higher the organizational commitment, the lower the turnover intention in the company. Conversely, if organizational commitment is low, then turnover intention will be high based on the test of determination of the effect of Organizational Commitment on Turnover Intention in this study amounting to 10.3% while the remaining 89.7% is influenced by the Job Insecurity variable and other variables not examined in this study. Organizational commitment has a negative and significant effect on turnover intention. found that organizational commitment has a negative relationship with turnover intention.

Effect of Job Insecurity and Organizational Commitment on Turnover Intention at Dr M Salamun Hospital

Based on the F test, it can be seen that Job Insecurity and Organizational Commitment are said to simultaneously affect Turnover Intention because it has a sig value of 0.00 <0.05 and an F-count> f-table (17.224> 3.092). based on the test of determination simultaneously B the effect of Job Insecurity and Organizational Commitment simultaneously is 26.6% while the remaining 73.4% is influenced by other variables not examined in this study. After doing this research, it is expected to be able to add references about the variables that the researcher adopts in this study. because researchers so far have not found research that is in line with research researchers, which take the same variables, namely Job Insecurity and Organizational Commitment to Turnover Intention.

5. CONCLUSION

After the authors conducted a study entitled "The Influence of Job Insecurity and Organizational Commitment on Turnover Intention at RSAU Dr. M Salamun Kota Bandung", the following conclusions can be drawn:

1. Based on the results of the analysis of respondents' responses regarding Job Insecurity at RSAU Dr. M Salamun, it shows that the average respondent's response is 2.81. This shows that the respondent's response regarding Job Insecurity is considered not good because it is in the interval 2.61-3.40 which states that it is not good. Based on the results of the analysis of respondents' responses regarding Organizational Commitment at RSAU Dr. M Salamun, it shows that the average respondent's response is 2.97. This shows that the respondent's response to Organizational Commitment is considered poor because it is in the interval 2.61-3.40 which states that it is not good. Based on the results of the analysis of respondents' responses regarding Turnover Intention at RSAU Dr. M Salamun, it shows that the average respondent's response is 2.95. This shows that the respondent's response to Turnover Intention is considered to be not good because it is in the interval 2.61 -3.40 which states that it is not good.

2. Based on the results of the research Job Insecurity has partially positive contribution to Turnover Intention, Job Insecurity's contribution to Turnover Intention is quite significant. Then H₀ is rejected and H_a is accepted, so it can be concluded that Job Insecurity owned by nurses at Dr M Salamun Hospital has contributed to Turnover Intention, thus the hypothesis put forward by the author in CHAPTER II is that it affects Job Insecurity on Turnover Intention.
3. Based on the results of the research that Organizational Commitment has partially positive contribution to Turnover Intention, the contribution of Organizational Commitment to Turnover Intention is quite significant. Then H₀ is rejected and H_a is accepted, so it can be concluded that the Organizational Commitment owned by nurses at Dr. M Salamun Hospital has contributed to Turnover Intention, thus the hypothesis put forward by the author in CHAPTER II that Organizational Commitment has an effect on Turnover Intention can be accepted.
4. Based on this research, Job Insecurity and Organizational Commitment experienced a positive contribution and contributed significantly to Turnover Intention. The effects are as follows:
 - a. Based on multiple correlation test, which is moderate / strong enough. So it can be concluded that there is a strong enough relationship between Job Insecurity (X1) Organizational Commitment (X2) Against Turnover Intention (Y).
 - b. Based on the calculation of the multiple coefficient of determination, it can be obtained that Job Insecurity (X1) Organizational Commitment (X2) has a percentage of Turnover Intention (Y).
 - c. Meanwhile, based on the results of the F test with the results of Fount> Ftable, then H₀ is rejected and H_a is accepted, so it can be concluded that Job Insecurity and Organizational Commitment at Dr. M Salamun Hospital has contributed to Turnover Intention.

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