

INFLUENCE CULTURE ORGANIZATION AND PROMOTION POSITION TO TURNOVERS INTENTION EMPLOYEE ON PT. PETRO DYNAMICS AWARD

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ABSTRACT

Asset company which Very valuable is source power man (HR), which also have ability to mobilize other resources. Companies must be able to understand the needs employee so that employee feel that company notice every his employees. Matter this relate with culture organization as well as promotion which done by company. If Employees feel that the organizational culture in the company is not good, and career paths are unclear it will affect the productivity of the company, so that the *turnover intention rate increases* employees will be experienced by the company. The population in this study are all employees of PT. Petro Dynamics Award from all departments. Saturated sampling is a deep sampling method this study and the number of samples In this study, there were 53 employees. Collection method data using a questionnaire that has been tested for reliability and validity. This research shows results that: (1) culture organization in a manner significant affect *turnover intention* , (2) promotion Position significantly affects *turnover intention* , (3) organizational culture and promotion in a manner significant influence *turnovers intention* .

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1. INTRODUCTION

The company's most valuable asset is human resources (HR), which also has the ability to mobilize other resources. success and efficiency a company can be influenced indirectly by its human resources. Matter this help company understand benefit invest in source power man, especially labour. Today, it is increasingly difficult to maintain the existing workforce and looking for a skilled workforce. Consequently, seeking, recruiting, motivating, training, and develop power work which wanted organization must Becomes priority main, together with maintain power work which skilled.

Because their performance will have an impact on the company's business activities, employees is an important component of any organization. Low performance will make it difficult company for reach the goal. Matter this possible company for carry out activities such as recruiting, selecting, training, and retaining employees with quality and performance best.

Turnover intention is defined as a conscious and intentional desire to leave the company (Emerson, 2013). However, there is nothing wrong with this behavior because it can indicate that the employee wants to leave the company where he belongs work now for better job opportunities in other companies or because he can't handle the pressure at work. So it can be concluded that turnovers intention is termination or resignation self a employee from company the place he work, which is action final which done when dissatisfaction with profession no could tolerated again (Nainggolan, 2020).

High employee turnover will have a negative impact on the company because will lead to the instability of labor conditions and increased resource costs human resources, from training costs for current employees to hiring costs and training repeat. Exist sometimes replacement employee which generated from turnovers will benefit the company, especially for employees who perform poorly (Kindangen et al., 2019).

A challenge for companies specifically PT. Petro grace The dynamics is a high level of turnover intention . When researchers conduct a review to get more information, researchers found that there are many factors cause employee leave company, but part big is because they want to take advantage of the opportunity to learn new skills at the company others because they think that the current company makes boring they no motivated in work.

Table 1. Data Resignation Self Employee PT. Petro grace Dynamics

Year	Total Employee	Amount Employee	Amount Employee	Percentage
	Before Resign	Resign	After Resign	
2019	64	7	57	10.94%
2020	61	4	57	6.56%
2021	59	13	46	22.03%

Source : PT. Petro grace Dynamics

As shown in table 1. above, the employee resignation rate from year 2019 until year 2021 tend varied. Amount employee which resign self (resigned) in 2019 as many as 7 employees or around 10.94%, the number of employees who resigning (resgin) decreased in 2020 to 4 employees or around 6.56%, and the number of employees resigning will increase in 2021 to 13 employees or around 22.03%. Though company has do effort for maintain employees, this effort is seen as less than optimal because of frequent plans to leave company. Indication turnovers intention which used in study this covers thoughts to stop (thinking of quitting), intention to seek alternatives (intention to search for alternatives), and intention for stop (intentions to quit) (Dipboye, 2018).

Organizational culture is one aspect that contributes to turnover employee. A system of beliefs and values developed by an organization that becomes guidelines behavior its members known as culture organization (Badu & Djafri, 2017). Culture organization which strong, could support strategy organization, and could respond quickly and appropriately to environmental challenges. The role of organizational culture is for grow feeling community in in organization and for foster emotional bonds between organizations. Therefore, organizational culture is very influential on behavior every its members.

tendency employee for stop from his job which caused by culture organization which not enough good, which covers things like height level violation rule in in company and environment work which no comfortable which make employee feel want leave organization the.

Study by (Utami, 2018), (Agnesya, 2019), and (Wijaya, 2019) show that culture organization have impact negative as well as significant to turnovers intention . This shows that the higher the organizational culture, the lower intention for leave company, and number turnovers intention will low if culture organization handled with good so that build culture organization which strong. Therefore, it is the responsibility of the organization especially the sourcing department human resources to strengthen the current organizational culture and implement it within life daily in the organization. Involvement, consistency, adaptation, and mission is indicator culture organization which used in study this (Sobirin, 2019).

Promotion position is factor other which influence trend for leave the company. Promotion is the transfer of employees to a position that is higher in the organizational hierarchy than the previous one, along with the increase right as well as not quite enough answer (Siswanto, 2019).

(Kurniadi, 2018), (Amir & Djafar, 2019) conducted research showing that Promotion has a negative and significant impact on turnover intention . Matter this signify that desire for leave company will decrease along with rise level promotion position.

Promotion position is factor psychological from ambition somebody for work, satisfaction with their work and responsibility for what they achieve. Factor promotion is the main element that is considered by the company because significant influence turnovers intention employee. By because that, company need notice aspect promotion position. Honesty, discipline, achievement work, cooperation, skills, loyalty, leadership, communicative, and education are used as indicators promotion position in study this (Hasibuan, 2019).

2. LITERATURE REVIEW

2.1. Turnovers Intention

Turnover intention is the desire of employees to leave their workplace, good in a manner volunteer nor no volunteer. Exist a number of aspect which cause desire employee for stop (Kurniadi, 2018). Intention turnovers is tendencies and intentions that have been planned by an individual to leave company with reason certain and look for opportunities other which more profitable (Nainggolan, 2020).

Lots element which influence turnovers intention , including stress in the place work, social support, social comparison, decisions about job changes, satisfaction wages, culture organization, and promotion, which possible impact on desire for leave company. Culture organization have function which very crucial

in reduce employee turnover intention . Innovation created within the company can reduce level intention turnovers employee.

2.2. Culture Organization

A set mark, faith, conjecture, or rule which has long used, accepted, and obeyed by all members of an organization as a guide to behavior and finish conflict organization known as culture organization (Sutrisno, 2018).

A well socialized organizational culture has an impact on employee intentions to settle in the company, because by having a transparent organizational culture could help company Upgrade performance which more good.

2.3. Promotion Position

Promotion position is displacement a employee to position which more tall, with greater capacity and responsibility than the previous position. Generally, promotion accompanied by additional wages, rights, and other benefits in accordance with profession new that (Siswanto, 2019).

Factor -factor which influence promotion position is trust or beliefs related to honesty, potential, employee skills related to running his duties with good, justice and also formation position which empty.

3. METHODS

The type of data used in this study is data primary. the data obtained from the company report PT. Petro Dynamics Award. This research is one of a kind This quantitative research is used as a research tool to select populations and sample for data collection. In addition, statistical data analysis and hypothesis testing as well done. The research population is all employees at PT. Petro Dynamics Award as many as 53 employees. Selection of the sample in this study using a sampling technique Saturated, that is, the entire population is used as a sample. Hypothesis testing is done by using the dependent variable is *turnover intention* and the independent variable is culture organization and promotion position.

4. RESULTS AND DISCUSSION

4.1. Test validity

Table 2. Results Test validity

Variabel	Indikator	r hitung	Hasil
Budaya Organisasi (X1)	X1.1	0,696	Valid
	X1.2	0,714	Valid
	X1.3	0,830	Valid
	X1.4	0,730	Valid
	X1.5	0,511	Valid
	X1.6	0,689	Valid
	X1.7	0,628	Valid
	X1.8	0,680	Valid
	X1.9	0,749	Valid
Promotion Position (X2)	X2.1	0,808	Valid
	X2.2	0,780	Valid
	X2.3	0,776	Valid
	X2.4	0,663	Valid
	X2.5	0,778	Valid
	X2.6	0,856	Valid
	X2.7	0,701	Valid
	X2.8	0,755	Valid

Indicator Variables	calculate	Result
X2.9	0.606	Valid
	<i>turnoversIntention(Y)</i>	
	Y.1	0.819 Valid
	Y.2	0.866 Valid
Y.3	0.879	Valid

Based on table 2, each statement item on organizational culture variables, promotions position and declared valid as a result of data processing. Because every statement it has a calculated r value that is greater than the r table value, namely 0.2656, so it can be concluded that each item in the variable statement of organizational culture, promotion position and *turnovers intention* is valid.

4.2. Test Reliability

Table 3. Results Test Reliability

Variable	Cronbach's Alpha	Results
Culture	0.862	Reliable
Organization		
Promotion Position	0.901	Reliable
<i>turnovers Intention</i>	0.813	Reliable

Reliability test results in table 3 for all variables using *Cronbach's Alpha* show that mark *Cronbach's Alpha* more big from 0.600. So that could concluded from the results of the reliability test that each statement in the questionnaire for each variable study this is reliable.

4.3. Test Normality

Table 4. Results Test Normality

		Unstandardized Residuals
N		53
Normal Parameters ^{a,b}	Means	.0000000
	std. Deviation	2.44444168
MostExtreme Differences	absolute	.105
	Positive	.105
	Negative	-.082
Test Statistics		.105
	asyp. Sig. (2-tailed)	.200 ^{c,d}

Mark significant results *Kolmogorov-Smirnov* for test normality is 0.200. Matter this shows that the significance value of the regression model has a value greater than 0.05. So could concluded that data research this distributed normal.

4.4. Test Multicollinearity

Table 5. Results Tes Multicollinearity

Variable	tolerance	VIF	Results
Culture	0.552	1,812	Free Multicollinearity
Organization			
Promotion Position	0.552	1,812	Free Multicollinearity

Based on table 5 could concluded that no occur multicollinearity Among second variable because *tolerance* more big from 0.1 and *Value Inflation factor* not enough from 10.

4.5. Test Heteroscedasticity

Table 6. Results Test Heteroscedasticity

Variable	Sig (p-value)	Results
Culture	0.553	Free Heteroscedasticity

Organization		
Promotion Position	0.831	Free Heteroscedasticity

Table 6 show results test heteroscedasticity which have level significance of 0.553 for organizational culture variables and 0.831 for promotion variables. So it can be concluded that the two variables do not experience heteroscedasticity. No heteroscedasticity occurs with a significance value of > 0.05 is a regression research model good.

Test hypothesis kindly Partial (Test Q)

Table 7. Results Test Q

Variable	t count	t table	Sig	Results
Culture Organization	-2,783	2.008	0.008	Significant
Promotion Position	-2,948	2.008	0.005	Significant

Based on table 7 show that results test Q is as following:

- Organizational culture variable has a significance value of $0.008 < \alpha = 0.05$. Then H1 is accepted, it can be concluded that organizational culture variables have a significant influence significant to *turnovers intention*.
- The promotion variable has a significance value of $0.005 < \alpha = 0.05$. Then H2 is accepted, so could concluded that variable promotion position have influence in a mannersignificant to *turnovers intention*.

4.6 Test hypothesis kindly Simultaneous (Test F)

Table 8. Results Test F

Model	df	F	Sig.
1 Regression	2	4,998	.011 ^b
residual	50		
Total	52		

- dependent Variable : *turnovers Intention*
- Predictors: (Constant), Promotion, Organizational Culture

Table 8 shows that the calculated f value (4.998) $>$ f table (3.18) and has a value significance $0.011 < \alpha = 0.05$. Thus, it can be concluded from the results of the F test that culture organization and promotion position both of them influential on *turnovers intention*.

5. CONCLUSION

Regression analysis shows that organizational culture is significantly influencing turnover intention This can be interpreted that the higher the organizational culture, the tendency employee for leave company will the more low. circumstances this shows that the tendency of employees to leave the company will be reduce if they experience more many indicator culture organization.

Promotion position influential and significant to intention for leave company, based on results test regression. Matter this could interpreted that the more tall level of promotion, then the tendency of employees to leave the company will get lower. This situation shows that the tendency of employees to leave company will reduce along with the more many experience indicator promotion position.

The results of the F test show that both organizational culture and promotion have an effect to employees who intend to leave the company (*turnover intention*). This matter show that intention for leave company decrease along with improving organizational culture and promotion. This situation shows that desire employee for leave company will reduce if employee the the more experience indicator culture organization and promotion position.

The results of the study revealed that there is a significant influence of Organizational Culture on employee Turnover Intention. Therefore, organizations can consider various aspects of Organizational Culture that can influence an employee's intention to leave. Managers or superiors must respect the role of employees in maintaining or developing organizational culture. Turnover Intention can also be analyzed only through planned exit interviews. Lastly, there should be efforts to create a culture that involves high

organizational commitment, interaction, educational awareness, employee involvement and cooperation enhancement programs for the community.

This study expands on tepro which describes the significant role of organizational support through promotions that employees perceive to be able to encourage a relationship of engagement that allows for minimizing intention to switch. This finding also illustrates the important role of minimizing switching intentions. Empirical findings confirm that perceived organizational support is highly related to turnover. The empirical findings confirm management concerns related to employee engagement in the workplace and turnover intention. Perceived organizational support and caring relationships can play an important role in promoting and minimizing intention to leave the organization. This study has implications for the organizational literature on social exchange perspectives by integrating the relationship between individuals and their organizations. By identifying positive workplace relationships and perceived organizational support, organizations are better able to reap the rewards that these positive workplace dynamics offer. Organizations and top management must take good care of and well-being of employees, because this can keep employees in the organization giving them opportunities to grow, but will also support them in staying with the organization. The current study suggests that perceived organizational support for their employees may be an important resource for employee advancement and reducing their turnover intention.

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