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The Model of Turnover Intentions of Employees

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ABSTRACT

The purpose of this research to find out the influence of leadership, work environment, compensation, partial evaluation and jointly against job satisfaction and know the influence of leadership, work environment, compensation and job satisfaction as partial and jointly over turnover intentions of employees in the plastic industry of household appliances in the special capital region of Jakarta. The sample is taken using the proportionate random sampling. Data are descriptive analysis and explanatory analysis using sample of 260 respondents from 6226 population. The data analysis methods used are structural equation modeling (SEM) with LISREL8.51 program. Based on the research results, leadership, working environment and compensation partially or jointly create significant positive effect on job satisfaction with the effect by 46% while the remaining 54% are influenced by other factors, but the most dominant partial is that compensation effect positively and significantly on job satisfaction. Leadership, work environment, compensation and job satisfaction partially or jointly significant effect on turnover intentions of employees with effect by 67% while the remaining 33% are influenced by other factors, but the most dominant influence in turnover intentions of employees is job satisfaction. The findings of this research are that for the turnover intention employees, especially the intention to move but for fear not getting better job (Y_8) can be lowered if employees feel satisfied with the work itself (Y_2) that is reinforced by work environment extern/internal factors (X_6) that in the form of selfish abstinence. Work satisfaction especially satisfied on the job himself can be increased if the company is able to improve the compensation for the employees which can be in the form of non-financial compensation (X_9) especially a sense of security on the job as well as good leadership in the form of participative managerial capabilities (X_2).

Keywords: Leadership, Work Environment, Compensation, Work Satisfaction, Turnover Intentions
JEL Classifications: M12, M54, N75

1. INTRODUCTION

The management of human resources is something that is required for the company to control, human resources must be a decisive factor progress and the success of a company. Of course a conducive situation like that can only be possessed by a leader who has capacity and capability in leading. A good leader is not only able to exploit a competence but a good leader will be able to overcome his subordinates competence, (Jin et al., 2016) said that leader must someone who is capable of cultivating and develop all the best in his subordinates. The leader of a new era was a visionary that will give direction to where the organization will be brought. So that whoever took on the task an organization management must remain constant referring on the vision of the organization, and present itself as figures of role models.

Leader also play an important role in the business of retaining employees with all of the positive contribution, a company usually avoid turnover intentions employees. Turnover is a loss for company, planning costs, recruitment and training costs of employees in large amount, so turnover is avoided by companies.

Wah et al. (2012) explaining that work satisfaction correlate with turnover intentions employees. This means that turnover intentions associated with pleasure obtained by the employees. For employees with high satisfaction will be happy to do his work

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and not trying to find other job. On the other hand employees who felt dissatisfied in his work tend to move, evaluate over alternatives another job and wishes to move with hope of finding more satisfied work.

The high level of turnover employees at companies will raises various potential costs and the costs of training which already been invested on the employees, the level of performance that are sacrificed, and the costs of recruitment and training back. Turnover employees potentially incurring high costs, hence a company should be able to suppress turnover intention of employees to the level that can be accepted. The high level of turnover intention of employees in a company can be assumed that the company was not able to provide the best hope for their employees, in addition become a yardstick for the company in terms of the quality of empowerment of human resources.

A lot of factors cause turnover intentions, but an outline (Memon et al., 2016) classify turnover due to factors of voluntary turnover employees and involuntary turnover. Evaluation on various alternatives work will eventually manifest the turnover intention because individual who choose to move will hope to get more satisfaction in the new company.

Compensation is one of the factors that could affect the job satisfaction. According to (Saluy et al., 2018), compensation awarded to an employee's influential on the level of satisfaction of work and motivation of labor as well as the results in their work. According to information obtained, it is known the payment system compensation imposed by the plastic industry is the daily paid system which is every Saturday. The weakness of the system is that this system increase the opportunities for employees to be easily move to other company which can be the cause of the occurrence of turnover intentions on the company. Besides there are some similar companies in the environment which could increase the turnover intention of the employees.

Other factors can affect the satisfaction of employment is working environment. In general working environment in a company is the environment in which employees do their daily activities, but emotionally work environment can also mean the service employees, working conditions and relations between employees. According to (Ukil, 2016) service employees by companies will produce satisfaction in resolving the work carried out for the company. So appropriate environment for workers can give positive impact on the job satisfaction, in other words the environment have positive relation to job satisfaction. Suitable working environment can be in the form of lighting, suitable air temperature, controlled noise, space provided and others.

(Zablah et al., 2016) indicate that employees who have high satisfaction has low absentees, working in long term (low turnover employees) and tending to work harder as well as demonstrate his achievement. The high satisfaction the employees cannot be separated from the kind of trust of employees to the manager. Management treatment over them is the management approach to human resources as asset valuable and not only as a commodity that can be exploited by management due they always play an active role and the dominant in any activity organization as a planner, the offender and determine a creation of organizational goals (Frese & Fay, 2001) this is an identification process to the factors that will affect turnover intentions, identification is also will be incredibly important to considered and going to be something that is effective where this may reduce the rate turnover employees.

The issue can be faced by any organization including the plastic industry, the plastic industry needs to be solid to meet consumer demand in Indonesia. Frinces, (2015) states that the prospects for the plastics industries in Indonesian is good, based on three factors that provide great opportunity for the plastics industry. first is by the population, second are natural resources of raw materials which are rarely owned by other countries, third is the consumption of plastic in Indonesia is very low compared to other countries.

Jakarta is one of the industrial companies in Indonesia that had plastic household companies reached 26 plastic industry (Sodik, 2007). Of the 26 companies such as a plastic household according to a survey conducted by the research and interviews almost all companies face problem on turnover intention, and this became an interesting study to examine the industrial plastic household in facing the challenges of high turnover intention on high demand of goods.

Sutanto & Kurniawan (2016) declare that the high level of turnover on industries will increase various potential costs, the cost of the training that has been invested on employees, the level of performance that should be sacrificed, and the costs recruitment and training back. Turnover intention of employees has the potential to cause high cost in which company should be able to reduce turnover intention of their employees to come into the level that can be accepted. The high level of turnover employees in a company can be assumed that the company did not capable of giving their best for their employees, in addition become yardstick for the company in the aspect of quality empowerment human resources.

Based on the data from the employee turnover originating from the plastic industry in Jakarta 2017, we can see that the number of turnover employees from 2015 until 2017 increases, namely 454 employees in 2015, with turnover reached 7.35% increase to 492 employees in 2016 with turnover 7.95%, increase to 534 employees in 2017 with turnover 8.6%.

The increase in turnover employee who happened to the plastic industry, indicates the fundamental problems in the company that raises the intention of turnover intentions of employees. Although there is no specific ideal turnover number but the higher the rate of turnover, indicated a problem in the management of human resources.

2. LITERATURE REVIEW

2.1. Leadership

Jin et al. (2016), said that leadership is the ability to affect a group of people to receive achievement (a goal). All members of the group as a unified organization, which made leadership can affect

all members in the group organization/willing to do the activities and work to accomplish the purpose of an organization/group. As well as James M. Blacks in (McCleskey, 2014) leadership is that the ability to convince other to do work together under his leadership as a team to achieve a goal.

Harwiki (2016) declaring that leadership is affected, as the process affecting interpretation of events for their followers, the choice of target or bureaucracy, organizing target of activities to achieve goal, motivation of followers to achieve the target, the cooperation relationships and team work and the support and cooperation of those who are outside the society and the bureaucracy.

Based on the theory of some description of the above, conceptually leadership can be defined as that is owned by a leaders ability to influence and as an example to subordinate in achieving the purpose of the organization. Leadership is measured by an instrument which developed from the three dimensions, namely: (1) The dimensions of the behavior of leaders such as measured by the indicators can be an example, as inspiration, as a guide the direction of, easy to understand; (2) the dimension in the ability of managerial allocator of measuring with the indicators as resources, the accuracy of solving the problem, participatory, accept the idea of a subordinate, creating better working conditions; (3) the dimensions of the motivation is measured by the indicators trust, freedom in work and the workload.

2.2. Working Environment

Hoyer (2008) working environment means that the surrounding of the employees and that can affect the work itself. This work environment includes a workplace, facilities and helping tools to do the job, cleanliness, lighting and calmness.

Koubova & Buchko (2013) working environment not only seen in terms of physical building but what there is in it where working environment containing several elements which is rational element, irrational and spiritual. One of internal environment is working environment.

Hoyer (2008) said work environment is divided into two, namely; (1) the physical work environment is all the state of physical form that can affect employees either directly or indirectly; and (2) the non-physical working environment is all circumstances occurring pertaining to a working relationship, good relations with a boss and other employees, or with the subordinate.

Based on the theory of some description of the above, conceptually and work environment can be defined as everything that around the employees at work, that can affect him and his job at work. Measured by employment environment dimensions, namely environmental (1) the measured by some physical work indicators as lay out or space provided, lighting, working facilities, helping tools work; (2) the non-physical working environment measured by an indicator of the state of air, calmness, the organization values, communication, working security; (3) internal and external factors measured by the sense of togetherness, to know each other and not to be selfish.

2.3. Compensation

Compensation is everything that accepted by employees as employment services. Compensation is a received by employees as a substitute for the contribution of their services to companies (Saluy et al., 2018). Compensation is one of the primary function of the management of human resources that deals with all kinds of the award to the individual as an exchange in carrying out organization tasks.

According to (Riansari et al., 2012), compensation is the provision of services in return for decent and fair to employees because they have contributed to the achievement of the organization. While according to (Riansari et al., 2012), the principle in return can be divided into two, namely in return for intrinsic and extrinsic return.

Based on the theory of some description of the above, conceptually compensation can be defined as all forms of intrinsic return for employees received in return of organization services. Compensation dimensions consisting of (1) compensation directly with an indicator of wages, salaries and incentives; (2) the indirectly compensation with an indicator of social security, insurance; (3) Non financial compensation with the safety and their development.

2.4. Work Satisfaction

Satisfaction of work is emotional state to positive experience as a result of evaluation of someone's work (Memon et al., 2016). Dissatisfaction work emerge when anyone hopes are not being met. (Bentley et al., 2013) defines work satisfaction that is the feeling of being associated with a job involving the aspects as wages or their salary, career development opportunities, relationships with other employees, the deployment of work, the kind of work, structure organization to an enterprise, the quality of supervision while feeling that deals with him among others age, the health condition, the ability and education. Employees would be satisfied if the aspects of work himself support and on the other hand if these aspects and not support the employee felt dissatisfied.

Bentley et al. (2013) define work satisfaction as a result from the comparison conclusions based on what is real received by employees of his work compared with what is expected, unwanted and thought of things worth for him or not. While (Bailey et al., 2016) individual feel satisfy about positively/negatively various factors or dimensions of the duties in his work.

Based on the theory of some description of the above, work satisfaction conceptually can be defined the fulfillment of the factors driving force either originates from inside and outside the work itself so that employees motivated and joy in working in an organization. Satisfaction of work includes five dimensions, namely (1) of salary with dimensions indicators eligibility level and uniformity; (2) the dimensions work itself with an indicator of the level of conformity with the ability and responsibility; (3) the dimensions chance indicators promotion and the development of potential self; (4) dimensions supervision with an indicator of supervision and training; (5) dimensions colleague level with indicators cooperate and communication.

2.5. Turnover Intentions

According to in (Memon et al., 2016) turnover intentions of employees is a tendency or level of attitude whereby an employee having the possibility to leave the organization or resign voluntarily from his work. While according to (Halbesleben & Wheeler, 2008) turnover intentions of employee is intensity levels from a desire to get out of companies. A lot of reasons that cause turnover intentions which is the desire to get better jobs. Both statements show that turnover intentions of employee is essentially the desire to leave (resign from) the company.

Desire moved this is very closely related with the satisfaction of work who obtained, as explained by (Maertz et al., 2007) that getting high satisfaction the commitment of work and the organization expected will lower intents and purposes an employee to leave the organization. Further the employee was not satisfied with aspects of his work and having no commitments towards more organization will probably looking for jobs at another organization.

Intentions of employee turnover characterized by various matters concerning the behavior of employees, among other: Increased absentee, lazy work began, rise in the courage to violate the work of order, the courage to oppose or protest to a superior and seriousness to resolve all the responsibility of the employee who is very different than usual (Sutanto & Kurniawan, 2016). The indications can be used as a reference to turnover predict any intentions an employee in a company. From the description last can be pulled that turnover intentions relating to intention employees as the implications of the state of being experienced as explained by (Singh, 2013), turnover intentions of employee (intention/wish to resign) is a tendency or intention employees to stop working from his job.

Based on several theory discussion above, turnover intentions of employees in a conceptual manner can define as desire to find new job. Good employees will demonstrate and are not shown in the performance of resulting from conditions of that is not consistent with the individual objectives. While turnover intentions dimensions consist of (1) quitting with an indicator such as getting a new job, because of the environment of work and because health problem; (2) better positions with an indicator desire to have better promotion, desire to earn more salary/better income, a desire to enhance the capacity of self and a desire to advance firm; (3) better job with the employment indicator even more challenging, work that is appropriate to the ability, easy transportation, close distance traveled and family support. The conceptual model is presented in Figure 1.

2.6. Hypothesis Research

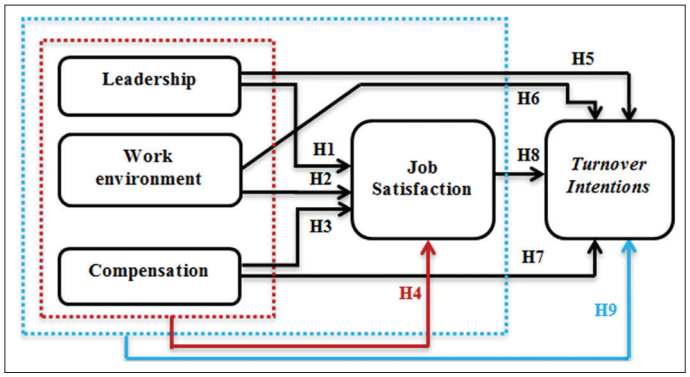
H_1: There is influence of leadership against employee's job satisfaction in plastic industry households in Jakarta.

H_2: There is influence of working environment against employee's job satisfaction on plastic industry households in Jakarta.

H_3: There is influence of compensation against employee's job satisfaction on plastic industry households in Jakarta.

H_4: There are influence of leadership, working environment and compensation together against employee's job satisfaction on plastic industry households in Jakarta.

Figure 1: Conceptual model



H_5: There is influence of leadership against employee's turnover intentions on plastic industry households in Jakarta.

H_6: There is influence of working environment against employee's turnover intentions on plastic industry households in Jakarta.

H_7: There is influence of compensation against employee's turnover intentions on plastic industry households in Jakarta.

H_8: There is influence of job satisfaction against employee's turnover intentions on plastic industry households in Jakarta.

H_9: There are influence of leadership, work environment, compensation and job satisfaction together against employee's turnover on the plastic industry households in Jakarta.

3. METHODOLOGY

The method used is descriptive survey method and explanatory survey method. This method not only declare the condition of the variable or the relation between the variable but also know the affect between the variables (Andrén-martct b et al., 2013). Investigation type in this research is causalities.

Analysis unit in this research is individual, the employees of plastic industry household appliances in Jakarta. The time horizon in this research is cross sectional, is the information from some part of the population (respondents sample) gathered in location empirically, with the aim to know the opinion from some population against the research.

The definition of operational variable intended to clarify the variables that will be examined, consisting of:

1. Leadership ($\xi 1$) as variable free.
2. Working environment ($\xi 2$) as variable free.
3. Variable compensation ($\xi 3$) as free.
4. The satisfaction of working ($\eta 1$) as variables between.
5. Turnover intentions ($\eta 2$) as variable bound.

The source of data in this research is a source of secondary data from a documentary or report that is available in the related institutions. The primary data of leadership, working environment, compensation, the job satisfaction and turnover intention of employees in the plastic industry of household appliances in Jakarta.

The population in this research is all the employees in the plastic industry households appliances in Jakarta were 6226 people from 26 companies. This sample size is determined with regard to the analysis technique used in the hypothesis test that is a model of the

structural equation (SEM). Wah et al., (2012) said that to model SEM with the number of variables latent up to five variables and each construct explained by three or more indicators, so the number of samples is between 100 and 150 is considered sufficient. To qualify the total sample that must be fulfilled if they use the SEM analysis, hence the total sample ranged is from 100 to 200 and with the minimum of 5 times the number of indicators. Because the indicator used in this research are 52 so the minimum sample data research that is used is 5 x 52 = 260 respondents, with the sampling methods used are proportionate sampling.

4. RESULT AND DISCUSSION

4.1. Result

Based on the results of data analysis using LISREL 8.51, retrieved suitable size hybrid models (full SEM) with hybrid standard mode land t-value. The size of the suitability of the hybrid model are as follows.

Table 1, shows that there are five suitable size of the hybrid model (full SEM) obtained have the consistency of good fit index measurement model, namely GFI, RMSEA, NNFI, IFI and CFI, while the three size of consistency hybrid models (full SEM) having index the measurement of that marginal fit, namely AGFI, NFI and RFI. Marginal fit is the condition of consistency scaling model under the criteria of absolute fit, as well as incremental fit, but can still be continued in further analysis, because it is close to good fit criteria size.

Hybrid model (full SEM) with using program lisrel 8.51 obtained two models, namely standardized model and the t-values model, as each model shown in Figures 2 and 3.

Based on the Figures 2 and 3 diagram, next is to demonstrate analysis hybrid measurement model (full models) from each variable, as demonstrated in Table 2.

Based on Table 2 known all sub variables (dimensions) in the formation of variable latent exogenous leadership, work environment and compensation as well as latent endogenous variable job satisfaction and turnover intention of employees which have good validity, this is shown from all sub variables having standardized loading factor ≥0.5 and t-value of t value ≥1.96 (on α = 0.05). So also latent exogenous as well as endogenous variable and having a good reliability, it is indicated by all variables construct reliability having a value >0.70 (CR ≥ 0.70) and a larger variance extract value from 0.50 (VE ≥ 0.50).

Table 1: The size of the accuracy of the hybrid model (full SEM)

Indicators GOF	A measure of expected	Estimate	Conclusion
Absoluta fit			
GFI	GFI >0,90	0.92	Good fit
RMSEA	RMSEA <0.08	0.044	Good fit
Incremental fit			
NNFI	NNFI >0.90	0.91	Good fit
NFI	NFI >0.90	0.87	Marginal fit
AGFI	AGFI >0.90	0.89	Marginal fit
RFI	RFI >0.90	0.85	Marginal fit
IFI	IFI >0.90	0.93	Good fit
CFI	CFI >0.90	0.93	Good fit

Processing source: Results with lisrel 8.51

Analysis structural model performed with the purpose to study the relationship between variables latent (latent variables or LV) in research in the model. Based on the analysis with lisrel 8.51 obtained structural model as a whole that is visible in Figure 4 and 5 as follows:

Results from significant testing of relationship between variables latent or trajectory between two variables latent, can be seen in Table 3 as follows:

Figure 2: Hybrid model (full structural equation modeling) standardized

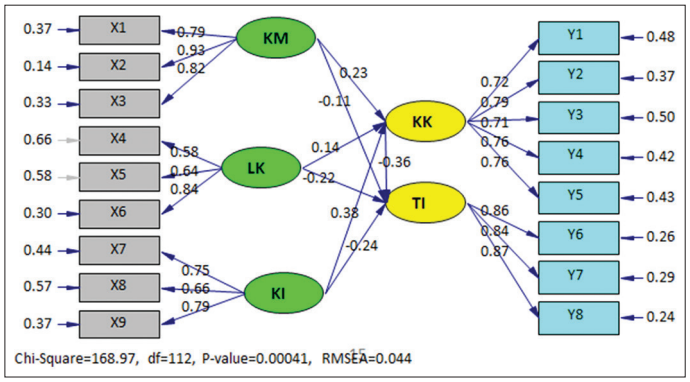


Figure 3: Hybrid model (full structural equation modeling) t-value

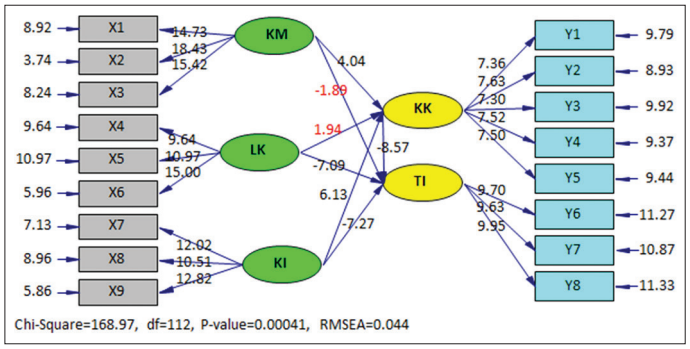


Figure 4: Structural standardized model. Chi-Square=168.97, df=112, P-value=0.00041, RMSEA=0.044

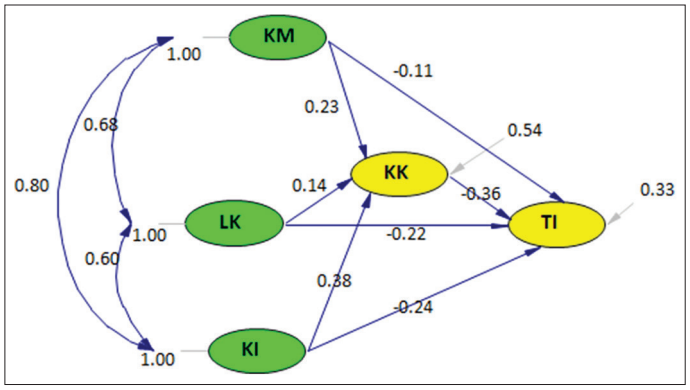


Table 2: An Analysis of The Measurement of Hybrid Model (full SEM)

Measurements model		SLF	Standard	T_{value}	Construct	Extract
Variable of latent	Var. Manifest		error (SE)		reliability (CR)	variance (VE)
Leadership (KM)	Leader behavior (X1)	0.79	0.054	14.73	0.9762	0.9322
	Managerial capability (X2)	0.93	0.050	18.43		
	Provision of motivation (X3)	0.82	0.053	15.42		
work environment (LK)	Physical environment (X4)	0.58	0.060	9.64	0.9605	0.8927
	Non physical environment (X5)	0.64	0.058	10.97		
	Extern and internal factors (X6)	0.84	0.056	15.00		
Compensation (KI)	Direct compensation (X7)	0.75	0.062	12.02	0.9628	0.8967
	Indirect compensation (X8)	0.66	0.063	10.51		
	Non financial compensation (X9)	0.79	0.062	12.82		
Job Satisfaction (KK)	Salary (Y1)	0.72	0.098	7.36	0.9654	0.8483
	Job (Y2)	0.79	0.104	7.63		
	The chance of promotion (Y3)	0.71	0.097	7.30		
	Supervision (Y4)	0.76	0.101	7.52		
	co-workers (Y5)	0.76	0.101	7.50		
Turnover Intentions (TI)	Quitting (Y6)	0.86	0.089	9.70	0.9617	0.8932
	Better Position (Y7)	0.84	0.087	9.63		
	Better Job (Y8)	0.87	0.087	9.95		

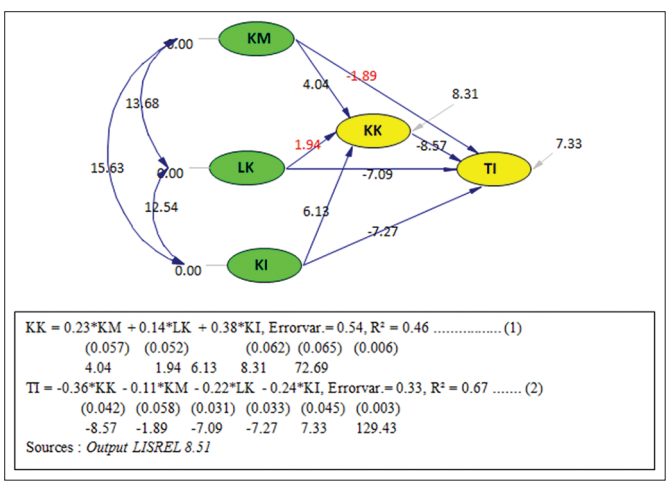
A source of processing: Results with lisrel 8.51

Table 3: The testing of hypotheses

Hypoteesi	Structural	SLF	t_{value}/F_{value}	Conclusion
H1	Leadership→job satisfaction	0.23	4.04	Significant
H2	Work environment→job satisfaction	0.14	1,94	Insignificant
H3	Compensation→job satisfaction	0.38	6,13	Significant
H4	Leadership, work environment and compensation→job satisfaction	0,67	72,69	Significant
H5	Leadership→turnover intentions	−0,11	−1,89	Insignificant
H6	Work environment→turnover intentions	−0,22	−7,09	Significant
H7	Compensation→turnover intentions	−0,54	−7,27	Significant
H8	Job satisfaction→turnover intentions	−0,36	−8,57	Significant
H9	Leadership, work environment, compensation and Job satisfaction→turnover intentions	0,82	129,43	Significant

Processing source: Results with lisrel 8.51($t_{critical}$ = 1,96; $f_{critical}$ = 3,84)

Figure 5: Structural Model (t-value). Chi-square=168.97, df=112, P=0.00041, RMSEA=0.044. KM – Leadership, LK - Work environment, KI – Compensation, KK - Job satisfaction, TI - Turnover intentions



4.2. Discussion

The dominant leadership dimensions are participative managerial capabilities (X1.2) loading factor value = 0,93 and the most dominant indicator KM 07 (leader willing to work together with the employees with loading factor value = 0,88. The dimensions of a work environment where dominant is the neighborhood external internal/(X2.6) loading factor value 0,79, and the most dominant indicator are employees trying to abstinence from a selfish (Lk 12) the loading factor value is 0.81. Dominant compensation dimension is non financial compensation (X3.9) loading factor value= 0.79, the most dominant indicator is employees feel save when working (KI05) loading factor value 0.80.Dominant job satisfaction dimension formed by satisfied employees with their jobs (Y1.2) loading factor value = 0.79 and the most dominant are employees get works according with their ability (KK03) loading factor value = 0,73 dominant turnover intention dimension with the aspects of better job (Y2.8) loading factor value = 0,87, and the value of most dominant loading factor value = 0.59 is the level of the desire of employees to move from the company if the family support, It means getting better leadership, improving working environment and compensation, the high level of job satisfaction of the employee work in the plastic industry households in Jakarta thus the turnover intention will decrease (El-Adly & Eid, 2016; Jin et al., 2016; Riansari et al., 2012).

(Y8) can be done by improving the level of job satisfaction especially upon the satisfaction upon the work itself (Y2) and improve upon the work environment especially external/ internal (X6). Where the satisfaction of employees at plastic industry household in Jakarta able to increased if plastic industry household in Jakarta able to increase the compensation given to the employees especially upon the non-financial factor (X9) as

well as by increasing leadership managerial ability (X2) (El-Adly & Eid, 2016; Saluy et al., 2018; Thrun, 2014).

5. CONCLUSION

The conclusion of this research is as follows:

1. Leadership in the form of managerial abilities gives positive impact and significant in a partial way towards the job satisfaction of the employee. Mainly they are satisfied with the work itself in the plastic industry households in Jakarta, the dominant leadership qualities are managerial qualities. This shows that the improvement of the leadership to the plastic industries household in Jakarta will cause the increase of the job satisfaction.
2. Working environment in the form of factors of external and internal gives positive no significant in a partial way to the job satisfaction of the employee, mostly satisfied with the job itself in the plastic household industry in Jakarta. This shows that the improvement of working environment will not cause an increase in the job satisfaction of the employees.
3. Compensation in the form of non financial gives positive impact and significant in a partial way towards job satisfaction of the employee, mainly satisfied with the job itself in the Plastic Household Industries in Jakarta, with the most dominant element on compensation is non financial. This shows that the increased compensation of the employees at the plastic household industry in Jakarta will cause an increase in work satisfaction of employees.
4. The leadership in the form of managerial skill, working environment and compensation in the form of non-financial together gives positive effects and significant towards job satisfaction of the employee, mostly satisfied towards the job itself in the plastic household industries in Jakarta, with compensation factor have the most dominant effect towards the job satisfaction of the employee. This shows that in a positive way of improving the effectivity of the leadership, work environment and compensation on Plastic household industries in Jakarta will cause an increase of job satisfaction of the employees.
5. Leadership in the form of managerial capabilities and not significant negative effect partially to turnover intention of employees, particularly the intention to move fearing not getting a good join the plastics industry household appliance in Jakarta. This shows that them provident of leadership in the Plastics Industry Household Appliance in Jakarta will not result in reduced employee turnover intentions.
6. The working environment in the form of external factors/internal gives significant and negative effect on turn over intentions partially employees especially intention to move fearing not getting a good job in the plastics industry household appliance in Jakarta, with elements of the work environment is the most dominant factor external/internal. This shows that the improvement of the working environment in the plastics industry household appliance in Jakarta will result in reduced employee turnover intentions.
7. Compensation in the form of non-financial compensation gives a significant negative effect on turnover intentions partially employees mainly with the intention to move for fear of not getting a good job in the plastics industry household appliance in Jakarta, the most dominant element of compensation is in non-financial compensation. This shows that the increase in compensation to the employees of the plastics industry household appliance in Jakarta will result in reduced employee turnover intentions.
8. Job satisfaction especially pleased with the work itself a significant negative effect on turnover intentions partially employees primarily intention to move for fear of not getting a good job in the plastics industry household appliance in Jakarta, with elements of job satisfaction is the most dominant on satisfaction top jobs. This shows that the increase in job satisfaction of employees of the plastics industry household appliance in Jakarta will result in reduced employee turnover intention.
9. Leadership in the form of managerial capabilities, working environment in the factors of external/internal, compensation in the form of non-financial compensation and job satisfaction especially pleased with the work itself jointly significant negative effect on turnover intentions of employees primarily intention to move for fear of not get a good job in the Plastics Industry Household Appliance in
10. Jakarta, by a factor of job satisfaction has the most dominant influence on employee turnover intentions. This shows that the improvement in the effectiveness of the leadership, work environment, compensation and job satisfaction of employees of the Plastics Industry Household Appliance in Jakarta will result in a decreased level of employee turnover intentions.

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