

## Turnover Intention Model Built with Organizational Politics

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**Abstract.** The quality of Human Resources owned can push the company's goals well, to keep the employee's performance from decreasing company must make employees comfortable in their work, If employees are not comfortable, it will cause a sense of wanting to leave the company or it can be called Turnover Intention, the perception of organizational politics that there are individual interests above organizational interests and injustice in the organizational environment. This research was conducted to find out whether Organizational Politics can support Turnover Intention in the company. This study used a quantitative approach and a questionnaire survey was used to collect data from employees. The results of the study are that there is an influence of organizational politics on turnover intention, from the calculated F value of  $0.405 < F$  table of 4.11 which means that there is a significant linear relationship between the variables of Organizational Politics. The conclusion of this research is The company should start by investigating what has caused uneasiness among employees and hope that leaders will be more fair in dealing with their subordinates. The impact of this research is expected to make the company in improving the environment and culture in the company for the better and make the leadership pay more attention to employees in order to create a positive environment.

### I. Introduction

In organizational life, both in government organizations and private organizations, employees are one of the important capital for the company. Human resources are an important component of an organization, because they have a role as driving and controlling organizational activities<sup>[14]</sup>. Employee performance is very important because it can determine the progress or decline of a company<sup>[9]</sup>. Stress is one of the pressing factors, especially in dynamic, economically developing countries with complex problems both in the environmental, social, economic fields, intense rhythms and living conditions that have a negative impact on the possibility of professional

activity<sup>[1]</sup>. to achieve the desired target, this is assisted by the presence of employees who have good quality, and the company strives to increase comfort for its employees or human resources owned.

Quality of human resources or employees should be increased in an effort to support quality improvement<sup>[13]</sup>. Employees can be a form of human capital, because human capital is increasingly important and is seen as a force in an effort to increase profitability and productivity. More and more companies are choosing to invest in their staff (social dimensions, education, training)<sup>[2]</sup>. The company does not always depend on how the company can have productive, potential, competent employees, but how the company can provide encouragement that can affect employee productivity. Humans are not just a resource but also an investment that generates returns where the expenditure is carried out with the aim of developing the quality and quantity of the human itself. The education and training that the company strives for are important factors to encourage workers to increase work productivity. Meanwhile, physical and mental health is the basis for the birth of a work productivity<sup>[3]</sup>. One of the factors causing the desire to leave is the perception of organizational politics perceived by employees, it will increase the level of desire to leave<sup>[8]</sup>. Correspondingly, the perception of organizational politics has a positive relationship with the desire to leave (Abubakar et al 2014; Daskin & Tezer 2012; Gunawan & Santosa (2018); Parvaiz et al (2015): Ahmed (2018)). This research was conducted not only on office employees but also on workshop employees who were directly in the field and interacted with workers. The difference between the workplace and the environment makes researchers want to know whether organizational politics can also encourage turnover intention in these conditions.

When the company has got good employees, a phenomenon that often occurs within the company in existing human resources is the inconvenience faced by the employees themselves and results in a sense of wanting to leave the company. High turnover rates will often be able to create a negative impact for organizations in increasing Human Resources costs such as recruitment and training costs, workforce uncertainty can also have an impact on productivity because it disrupts organizational operations<sup>[4]</sup> The political level that exists within an organization tends to be able to present a disappointment that is strong enough in a person to cause an intention to leave. This happens because the political presence in an organization often creates a high level of distribution of injustice so that it can weaken a person's level of trust which then has an impact on the high intention to leave. There are negative consequences of organizational politics identified as lower productivity, reduced effectiveness, loss of focus on organizational goals, conflicts and tensions, divisions and factions, uncertainty, low morale, unprofessional behavior, and a bad culture<sup>[5]</sup> that will lead to, higher staff turnover<sup>[5]</sup>

Organizational politics as a whole has a tendency to develop turnover in employees, employees who are committed and professional in education avoid themselves from organizational politics, but employees who have disabilities will always try to pay attention to their superiors and their first priority is protecting their own work<sup>[12]</sup>. Therefore, researchers are interested in studying turnover intention driven by organizational politics by using quantitative methods using descriptive and verification.

## 2. Method

In this study the method used is the research method quantitative approach using descriptive and verification. Method selected to be analyzed using statistics, before the questionnaires were distributed to the respondents, a preliminary test was conducted to ensure the reliability and

suitability of the measurement scale. Reliability and validity were analyzed using exploration and confirmation of reliability and validity.

### 2.1 Validity and Reability

Validity is defined as the extent to which a concept can be measured accurately in a quantitative study and Validity refers to the description of conclusions about test scores related to the concept being studied<sup>[6]</sup>. The method used in this study to test the validity is Pearson product moment correlation with the basis of decision making. If  $r_{\text{count}} > r_{\text{table}}$ , then the instrument or question item is declared valid, and if  $r_{\text{count}} < r_{\text{table}}$ , then the instrument or item is declared invalid.

The reliability or accuracy of the instrument. Is the extent to which a research instrument consistently has the same results when used on repeated occasions in the same situation<sup>[6]</sup> A questionnaire is said to be reliable or reliable if a person's answers to questions are consistent or stable over time. After the instrument is tested for validity, the next step is to test the reliability. The questionnaire can be said to achieve this aspect, the reliability coefficient is positive and  $> 0.60$ .

### 2.2 Classic Assumption Test

Classical assumption test is a prerequisite for multiple regression analysis before testing the proposed hypothesis, in this study it is necessary to test classical assumptions which include<sup>[7]</sup>.

2.2.1 *Heteroscedasticity test* aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. The basis of heteroscedasticity analysis is that if there is a certain pattern, such as the existing dots forming a regular pattern (wavy, widening then narrowing), it indicates that heteroscedasticity has occurred. and If there is no clear pattern, and the points spread above and below the number 0 on the Y axis, then there is no heteroscedasticity.

2.2.2 *Normality test* has a purpose to test whether in the regression model, the confounding or residual variables have a normal distribution or not. If the residual value does not follow a normal distribution, then the statistical test becomes invalid for a small sample size<sup>[11]</sup>. To test whether the distribution of the confounding variable or residual is normal or not, in this study the normality test of normal probability plot analysis was used. If the data spreads around the normal line and follows the direction of the diagonal line or the histogram graph shows a normal distribution pattern, then the regression model meets the classical assumptions. does not meet the normality assumption.

2.2.3 *Linearity test* is used to see whether the specifications of the model used are correct or not. The function used in an empirical study should be linear, quadratic, or cubic. Good data should have a linear relationship between the dependent variable and the independent variable. If the significance  $> 0.05$  then the relationship between the independent and dependent variables is linear, and if it is significant  $< 0.05$  then it is not linear.

### 2.3 Descriptive Test

Descriptive test is something that is designed to describe the distribution of one or more variables, regardless of the existence of causal or other hypotheses<sup>[10]</sup>. In this study, an interval scale was used to determine the feasibility of the variables studied. There are five feasibility categories which can be seen in table 1

**Table 1.** Feasibility Category

Number	Percentage (%)	Feasibility Category
1	39% - 70%	Very Unfeasible
2	71% - 102%	Not Feasible
3	103% - 134%	Decent Enough
4	135% - 166%	Feasible
5	167% - 198%	Very Feasible

### 3. Result and Discussion

In this study, the data calculation and processing uses the SPSS 24 program.

#### 3.1 Result of Validity and Reability Test

**Table 2.** Result of Validity Test

Questions	r (Item,total)	r-table	Questions	r (Item,total)	r-table
Questions 1	0,567	0,2605	Questions 9	0,954	0,2605
Questions 2	0,713	0,2605	Questions 10	0,881	0,2605
Questions 3	0,656	0,2605	Questions 11	0,648	0,2605
Questions 4	0,713	0,2605	Questions 12	0,569	0,2605
Questions 5	0,742	0,2605	Questions 13	0,907	0,2605
Questions 6	0,840	0,2605			
Questions 7	0,711	0,2605			
Questions 8	0,719	0,2605			

Table 2 shows that the results of the validity test, it is known that the Turnover Intention and Organizational Politics variables are all declared valid, because the validity coefficient obtained is between 0.567 - 0.954 greater than the r table, where if  $r \text{ count} > r \text{ table}$  then the item can be said to be valid. and vice versa if  $r \text{ count} < r \text{ table}$  then the item is categorized as an invalid item and will be eliminated in the next analysis.

**Table 3.** Result Reability Test

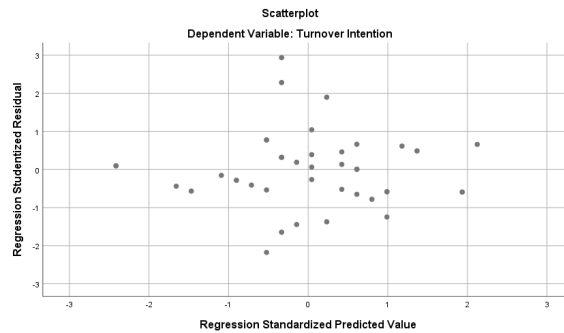
#### Reliability Statistics

Cronbach's Alpha	N of Items
0,890	13

From the table 3 above, it can be seen that the variable X is reliable, because the value of Cronbach Alpha reliability coefficient is 0.890. If the alpha coefficient value  $> 0.6$  it is concluded that the research instrument is reliable.

### 3.2 Classic Assumption Test

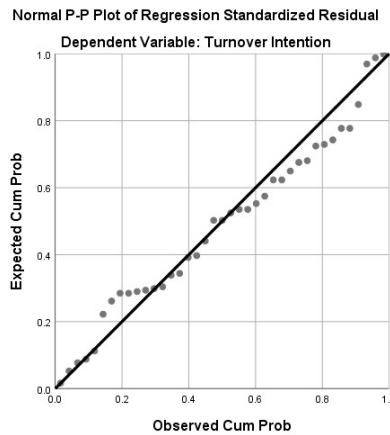
#### 3.2.1 Heteroscedasticity test



**Figure 1.** Result Heteroscedasticity test

Figure 1 shows the scatter graph, it can be seen that the points spread randomly and are spread both above and below the number 0 on the Y axis. This means that there is no indication of heteroscedasticity according to the method of measuring heteroscedasticity.

#### 3.2.2 Normality test



**Figure 2.** Result Normality Test

From figure 2 shows the normal probability plot, it is known that the results on the normal p-p plot of residuals show that the residuals are normally distributed. This can be seen from the data that spreads around the diagonal line or follows the direction of the diagonal line. So it can be concluded that the regression model has met the assumption of residual normality. In addition to the normal p-plot above, the author also tested normality using the one sample Kolmogorov Smirnov test, with the following results.

**Table 4.** Result One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		39
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	305.866.860
Most Extreme Differences	Absolute	.117
	Positive	.117
	Negative	-.105
Test Statistic		.117
Asymp. Sig. (2-tailed)		.194 <sup>c</sup>

Table 4 shows the result one sample kolmogorov smirnov, it can be concluded that the variable of Organizational Politics on Turnover Intention using Kolmogorov-Smirnov has a normal distribution (Kolmogorov-Smirnov count > Kolmogorov-Smirnov table) because the Kolmogorov-Smirnov value has a significance level of 0.194 greater than 0.05.

### 3.2.3 Linierity test

**Table 5.** Result Linierity Test

<b>ANOVA Table</b>							
			Sum of Square	df	Mean Square	F	Sig.
Total_ Y *	Between Groups	(Combined )	253,364	18	14,076	1,064	0,444
		Linearity	162,390	1	162,390	12,277	0,002
		Deviation from Linearity	90,974	17	5,351	0,405	0,968
Within Groups			264,533	20	13,227		
Total			517,897	38			

From the table 5 above, the Deviation from Linearity Sig value is obtained. is 0.968 which is > 0.05. it can be concluded that there is a significant linear relationship between the variables of Organizational Politics (X) and Turnover Intention (Y).

From the output above, the calculated F value is 0.405 < F table of 4.11. because of the results that the calculated F is smaller than the F table, it can strengthen the conclusion that there is a significant linear relationship between the variables of Organizational Politics (X) and Turnover Intention (Y).

### 3.2. Descriptive Test

For organizational politics variables where the average value per item is 126.8, based on table 1 the value is included in the fairly decent category, which is in the interval 103-134. And for the Turnover Intention variable where the average value per item is 114.8, based on table 1 the value is included in the fairly decent category which is in the interval 103-134.

### 4. Conclusion

Based on this research, it can be seen that the first is that the average respondent considers that the existence of organizational politics in several negative aspects can encourage turnover intention with decent results. The second variable of Organizational Politics has a significant effect on turnover intention. So it can be concluded that the political value of the organization can increase the turnover intention.

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