

The Influence of Competence, Job Stress and Career Development on Turn-over Intention (Case Study At PT. Adis Dimension Footwear in - Tangerang)

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(Received: June 20-2019; **revised:** December 22-2019; **published:** December 31-2019)

ABSTRACT

Currently the results produced at PT. Adis Dimension Footwear can reach 225 thousand pairs of shoes every week which consists of the main categories, namely young athletes (YA), Nike Sport Wear (NSW), and Tennis. For the opportunities and constraints faced by the industry, which is very diverse, in dealing with this situation, there are many factors that influence the increase in attention turn-over, such as: Competence, Job Stress and Career Development. It can also result in a very high turn-over of attention. The purpose its study to analyze the effect of competence, work stress, career development, on turn-over intention at PT. Adis Dimension Footwear. The method in this study was designed with a quantitative descriptive method. Quantitative descriptive method is used to explain the phenomena that occur regarding the research data. While the method used to explain the effect of the independent variable on the dependent variable in this study. This study also uses a survey method.

Keywords: Competence; Job Stress; Career Development; Turn-over Intention.

INTRODUCTION

The process of international integration that occurs today is the exchange of world views, products, ideas, and other aspects of culture (Eremina, 2016; Fernandes et al., 2018; Liu & Fang, 2017; Wihlborg et al., 2018). This process drives changes in human life and leads to the 4th industry, which is also known as the Industrial Age 4.0. In this industry, businesses need to be sustainable in the face of changing environmental dynamics, but government agencies also strive to be sustainable (Fokin et al., 2017; Kordos & Vojtovic, 2016; Lorentz et al., 2018; Poli, 2018; Ruotolo, 2017). One of them is the management of company or government resources, especially human resources (Sunarsi, 2018b, 2018a, 2019). It is the driving force behind the activities of all companies or government agencies to function effectively and efficiently (Akib et al., 2015; Papilaya et al., 2015; Zainal et al., 2018).

On April 4 2018, President Joko Widodo targeted Indonesia to be in the top 10 strongest economies by 2030, based on data released by Harris, one of the Secretary Generals of the Ministry of Industry. 0 Officially announced the roadmap. Mundandar. One of the strategies that can be taken and applied by Indonesia to face the Industrial Revolution 4.0 is the five sectors that are the reference for strengthening the country's industrial structure: the food and industryof beverage, the industry of automotive, and the industry of electronics. Chemical and textile industry. The United Nations Development Planning Agency (UNDP) from the 2016 Human Development Report found that Indonesia's Human Development Index (HDI) was 0.689 in

2015, ranking 113 out of 188 countries in the world.

Currently, PT Adis Dimension Footwear can produce 225,000 pairs of shoes every week, which consists of the main categories Young Athletes (YA), Nike Sportswear (NSW) and Tennis. Opportunities and obstacles faced by the industry in dealing with these situations are very diverse so that many factors are the focus of increasing sales, such as competence, work stress, and career development. It can also lead to very high attention rotation. Employees are the most important asset owned by the company and are highly valued by management. People are elements that always exist in every organization. People set goals, innovate, and achieve company goals. Resources can encourage the creativity of an organization to achieve its goals, because people can make other resources work.

According to (Danskin et al., 2005; Lin, 2007) "Competence is the mastery of a set of knowledge, skills, values and attitudes that lead to performance and are reflected in the habit of thinking and acting in accordance with their duties". PT Adis Dimension Footwear requires employees to have good competence in the ability to understand work-related information, analyze problems that occur within the company and prioritize all work-related decisions by preparing mentally and physically well.

PT Adis Dimension Footwear often conducts training for employees, but when carrying out their work it is still often found that employees whose abilities do not understand work-related information, do not understand the details of work assignments according to superior instructions, do not understand how to complete work according to deadlines so that performance is not optimal. , not all employees have a strong mentality when facing problems at work. The higher the competence of employees, the higher the added value generated. PT. Adis Dimension Footwear demands the competencies expected of its employees. Of course related to the ability, achievement, influence, managerial and personal effectiveness of employees. These competencies are useful for planning, assisting, and developing employee behavior. Not only that, it is through the competence of employees that the company can find out the strengths and weaknesses of the company.

Job stress is a state or condition of tension associated with an opportunity, constraint or demand. (Harms et al., 2014), stress is a dynamic condition in which individuals confront opportunities, demands, or resources related to what the individual wants and which results are perceived to be both uncertain and important. So that this stress condition can experience dissatisfaction at work and result in turn-over attention. Work stress can have a positive or negative impact on positive stress, such as personal motivation, stimulation to work harder, and increasing inspiration for a better life by changing employee and work perceptions so as to achieve good career achievements. Introduced as eustress (from the Greek eu meaning good, as in the word Euphoria) is stimulating in a positive sense, eustress is also necessary in life.

In the short term, stress that is left alone without serious handling from the company will make employees uncomfortable and even depressed so that their work is not optimal. In the long term, employees who are not able to handle work stress can cause employees to get sick and even resign (turn-over). Because organizations are more demanding of good and maximum performance results. Employees who are satisfied with their work will produce maximum work than employees who are not satisfied with their work, because working time is used as best as possible that have been set.

Table 1
Employee Attendance Data PT. Adis Dimension Footwear – Tangerang Year 2017 – 2019

No	Month	2017		2018		2019	
		Permit	Alpha	Permit	Alpha	Permit	Alpha
1	Januari	2	2	4	3	3	2
2	Februari	4	4	2	3	2	2
3	Maret	2	4	2	5	6	2
4	April	3	2	4	3	5	4
5	Mei	3	2	5	3	5	4
6	Juni	5	4	6	3	4	5
7	Juli	3	2	5	5	6	4
8	Agustus	4	2	7	5	3	5
9	September	4	3	5	3	6	6
10	Oktober	4	4	6	4	7	5
11	November	3	3	4	2	7	6
12	Desember	5	4	4	5	6	8
Total		42	36	54	44	60	53

From the employee attendance data above, it can be seen from 2017 to 2019, showing that the overall employee attendance is in poor condition, where the total number of employees who do not come to work due to permits or alpha shows an increasing trend, this problem must be immediately addressed. addressed so as not to harm the company.

According to (Kusuma, 2010; Ma, 2012; Russell et al., 2016)" Career development is one of the positions shown in increasing status according to the potential possessed in achieving life goals". Employees certainly have hope in their career development to meet their daily needs. There are employees who have a slow career path, some are fast depending on their achievements. Of course all employees want to have a good career. However, employee career development must be carried out by both parties, namely the employee concerned and PT Adis Dimension Footwear. Otherwise, employee career development will not produce a good and realistic plan.

One of the goals of employees working at PT Adis Dimension Footwear is because there are opportunities in career paths and to meet the needs of life. Employees of PT. Adis Dimension Footwear is trying to get an improvement in their career development but not all employees have shown the work ethic and achievements that the company expects. The company provides information to employees regarding opportunities for certain positions in the company, conducts training and conducts individual studies of employee performance.

However, there are still employees who feel bored, not serious and not enthusiastic when participating in the training. Employees have not worked optimally so that they cannot be recommended for higher positions. There are employees who still feel comfortable with the available positions. Employees also seem not enthusiastic when promotions or transfers are held as career opportunities for the future. However, some employees are only enthusiastic about the

programs provided.

Career development as a system will not guarantee a person's career will develop, without a response from employees which in this case increases potential. However, at least it is better if when the opportunity arises it can be used by employees. If the employee does not respond, the career development of the employee will be slow and consequently HR will be hampered in filling the places in an existing job. Therefore, career management becomes very important as an effort to develop employees and increase organizational capabilities. Companies must support employees to develop their careers because this is very vital in maintaining loyalty, especially because nowadays it is increasingly difficult and rare to find a talented workforce.

According to (Santos et al., 2018) "Turn-over Intention is leaving or moving employees from a company to another, either voluntarily or forced without being accompanied or accompanied by the provision of rewards". Often employees are dissatisfied with the results achieved until Turn-over Intention occurs, the symptoms of which can be seen from changes in employee attitudes, employees are not enthusiastic at work, often appear to be lazy, do other activities at work, do not prioritize company targets and start to often absent from work. Employees convey their aspirations to their superiors to ask for a salary increase or increase in position at the company.

Often found employees who complain about the problems that exist in the work. Employees intend to leave the company by looking for job vacancies in other companies or looking for other income outside the company. Employees do not come to work to attend interviews at other companies and intend to leave the company if they get a better job.

Turn-over intention if not prevented will have an impact on the organization, including the cost of organizational expenses including the costs of recruitment activities and training costs for new employees, besides the indirect impact of turn-over intention is the decline in morale of the remaining employees and also excessive workload. Given this impact, PT Adis Dimension Footwear needs to try to reduce the level of turn-over intention of its employees. Turn-over intention rate of PT. Adis dimension Footwear can be seen in the table data below:

Table 2
Employee Turn-over Intention data in 2015 – 2019 PT. Adis Dimension Footwear

Years	Number of employees at the beginning of the year (person)	Number of employees at the end of the year (person)	Outgoing Employee (person)	Outgoing Employee (%)
2015	170	163	7	4,12
2016	169	164	5	2,96
2017	168	165	3	1,79
2018	170	164	6	3,53
2019	168	165	3	1,79

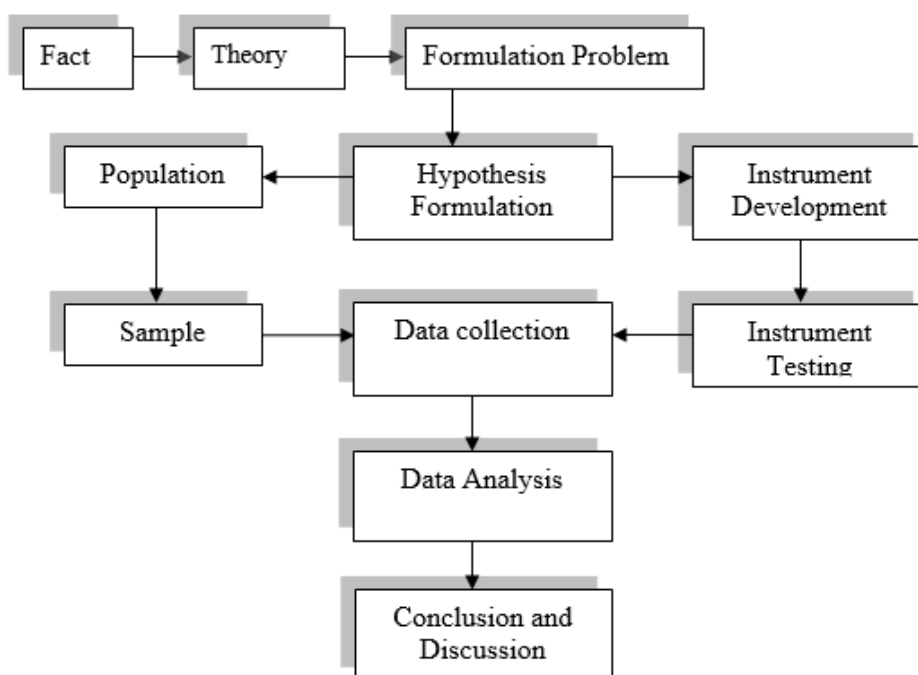
Based on the table, it can be seen that the turn-over attention experienced by PT. Adis Dimension Footwear Tangerang. During 2015 to 2019. In 2015 the percentage of employees leaving was 4.12% and in 2016 there was a decrease in the percentage of employees leaving by 2.96%. After that, in 2017 there was a decrease in the percentage of employees leaving by 1.79%. However, in 2018 there was an increase in the percentage of employees leaving by 3.53%. But in 2019, the percentage of employees left was 1.78% again.

Based on these conditions, the authors want to know further whether competence, job stress and career development can affect turn-over intention. Therefore, the authors are interested in conducting a research entitled “The Influence of Competence, Job Stress and Career Development on Turn-over Intention (Case Study At PT. Adis Dimension Footwear in - Tangerang).

METHOD

This research was designed with descriptive quantitative method. Descriptive quantitative method is used to explain the phenomena that occur regarding the research data. While quantitative methods are used to explain the effect of independent variables on the dependent variable in this study. This study also uses a survey method. (Creswell & Creswell, 2017) says "Survey research is research conducted on large and small populations, but the data studied are data from samples taken from the population so that relative events, distributions, and relationships between sociological and sociological variables are found" .

This study uses guidelines or procedures as well as techniques in research planning that are useful as a guide for building strategies that produce research models. The type of research design in this study is Survey Research, which is a quantitative research with the aim of analyzing the competence variable (X1), work stress (X2), and career development that affect the turn-over intention variable (Y). The research design is described as follows:



Gambar 1
Research Design

RESULT AND DISCUSSION

Based on the results of statistical testing, it can be seen that the independent variables partially and simultaneously affect the dependent variable. The influence of the three variables is significant, in other words competence, work stress and career development at PT. Adis Dimension Footwear, will increase turn-over intention. This is in accordance with the proposed hypothesis and the results of previous studies. The influence of these variables will be explained as follows:

The Influence of Competence on Turn-over Intention.

Competence has a positive and significant effect on turn-over intention, this can be proven from the regression value (b) of 0.630 (positive), which shows a unidirectional effect, which means that each increase in competence by one unit will increase turn-over intention behavior by 0.630 units.

The beta regression value is 0.181X1 which means that if the competency variable (X1) increases by 1 unit assuming the work stress variable (X2) and career development remains, the turn-over behavior Intention (Y) will increase by 0.181 units. The value of R Square is 0.386, which means that competence (X1) contributes to the turn-over intention (Y) variable by 38.6%, while the remaining 61.4% is influenced by other variables not examined in this study.

The tcount value of job satisfaction is 2.153 > 1.980 t table with a significant 0.033 < 0.05 then H0 is rejected and Ha is accepted indicating that competence has a positive and significant effect on turn-over intention.

Employees who have competence with their work will reward the organization in the form of attachment to the organization and behave as good members. With competence, employees will take actions that they think are fun, such as helping coworkers in doing too much work without any sense of compulsion. Competent employees seem to tend to speak positively about the organization, help other individuals, and exceed normal expectations in their work. In addition, competent employees may find it easier to do more at work because they want to respond to their positive experiences.

The Effect of Job Stress on Turn-over Intention

Work stress has a positive and significant effect on turn-over intention, this can be proven from the regression coefficient value (b) of 0.599 (positive), which shows a unidirectional effect, which means that each work stress increases by one unit, the turn-over intention behavior will increase by 0.599 units.

The beta regression value is 0.083X2, meaning that if the work stress variable (X2) increases by 1 unit, assuming that the competence (X1) and career development (X3) variables remain, the turn-over intention (Y) will increase by 0.083 units. The value of R Square is 0.421, which means that work stress (X2) contributes to the turn-over intention variable (Y) by 42.1%, while the remaining 57.9% is influenced by other variables not examined in this study.

The tcount value of work stress is .851 > 1.980 ttable with a significant 0.397 < 0.05 then H0 is rejected and Ha is accepted indicating that work stress has a positive and significant effect on turn-over intention.

Employees who experience job stress tend to be due to the large workload they receive and the type of work they do is very high-risk. Stress can affect a person's emotions, thought processes, and conditions at work. While turn-over intention is the state of employees who want to leave the company. The two are interconnected, because the impact of psychological stress can increase the level of employees who want to leave the company. For many people a low to moderate amount of stress allows them to do their job well because it allows them to increase work intensity, alertness and interaction skills depending on how they react. Meanwhile, high stress levels, or even moderate levels that are prolonged will eventually lead to a drastic decline in performance.

Effect of Career Development on Turn-over Intent

Career development has a positive and significant effect on turn-over intention, it can be proven from the regression coefficient value (b) of 0.720 (positive), which shows a unidirectional effect, which means that each work career development increases by one unit, turn-over intention behavior will increase by 0.720 units.

The beta regression value is 0.582X2, it means that if the career development variable (X3) increases by 1 unit, assuming the competence variable (X1) and work stress (X2) remains, the turn-over behavior Intention (Y) will increase by 0.582 units. The value of R Square is 0.584, which means that work development (X3) contributes to the turn-over intention variable (Y) by 58.4%, and remaining 41.6% is influenced by which not examined in this study. Career development tcount value of 6.160 > 1.980 t table with a significant 0.000 < 0.05 then H0 is rejected and Ha is accepted indicating that career development has a positive and significant effect on turn-over intention.

Employees are given career development carried out by influential companies that have a good influence on their employees. However, in order to get a good career advancement, it also depends on the work provided by the employees themselves. This may be what makes not all employees able to get a career advancement. While the existing conditions in the company itself the opportunity to get a career advancement cannot be owned by every employee. Because only a few divisions have great career development opportunities for career advancement. If other employees want to have this opportunity, the employee must first enter the division. This is what makes career development very significant effect on turn-over intention at PT. Adis Dimension Footwear.

The Influence of Competence, Work Stress and Career Development on Turn-over Intention

Competence, work stress and career development simultaneously have a positive and significant effect on turn-over intention, it can be proven from the calculated F value 59.135 > F table 3.92 with a significant 0.000 < 0.05, thus Ho is rejected and Ha is accepted, meaning simultaneously there is a positive and significant influence of competence, work stress and career development on turn-over intention at PT. Adis Dimension Footwear Tbk. And the value of R Square is 0.611, which means that competence (X1), work stress (X2) and career development (X3) contribute to the turn-over intention (Y) variable by 61.1%, while the remaining 38.9% is influenced by other variables not examined in this study.

Competence, work stress and career development are important things in a company. An employee will bring up turn-over intention behavior if the employee already has a high sense of satisfaction with his work. In addition to job satisfaction which plays an important role in realizing organizational citizenship behavior in employees, another factor that can lead to organizational citizenship behavior in employees is organizational commitment. Organizational commitment describes the loyalty of employees to the company, if employees already have high loyalty to the company, the employee will be willing to sacrifice what he has for the benefit of the organization.

CONCLUSION

Based on the results of research at PT. Adis Dimension Footwear Tbk, it can be concluded as follows: 1) Competence has a positive and significant effect on Turn-over Intention. This can be proven from the simple linear regression equation $Y=15.244+0.630X1$. The tcount value is $2.153 > t_{table} 1.980$ with a significant $0.033 < 0.05$ and the R Square value is 0.386, which means that competence (X1) contributes to the turn-over intention variable (Y) by 38.6%. 2) Work stress has a positive and significant effect on turn-over intention. This can be proven from the simple linear regression equation $Y=16,707+0,599X2$. The tcount value is $851 > t_{table} 1,980$ with a significant $0.397 < 0.05$ and the R Square value is 0.421, which means that work stress (X2) contributes to the Turn-over intention variable. (Y) of 42.1%. 3) Career development has a positive and significant effect on turn-over intention. This can be proven from the simple linear regression equation $Y=10,815+0,720X3$. The value of tcount $6,160 > t_{table} 1,980$ with a value of significant on $0.000 < 0.05$ and the value of R Square which is 0.584 and it means that career development (X3) contributes to the Turn-over intention variable. (Y) of 58.4%. 4) Competence, job stress and career development simultaneously have a positive and significant effect on Turn-over Intention. This can be proven from the multiple linear regression equation $Y = 7.873 + 0.181X1 + 0.083X2 + 0.582X3$ Fcount $59.135 > F_{table} 3.92$ with a significance of $0.000 < 0.05$ and an R Square value of 0.611 which means simultaneously competence (X1) , work stress (X2) and career development (X3) contributed to the Turn-over Intention (Y) variable by 61.1%].

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