

ANALYSIS OF FACTORS THAT INFLUENCE EMPLOYEES TO SURVIVE

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Abstract

This study aims to determine the factors that influence employees to survive in a company. The company that we research is PT XYZ. PT XYZ is a company engaged in the digital marketplace industry with marketing areas throughout Indonesia. We assume that employees who survive in a company are due to high employee satisfaction. So that employee satisfaction is always consistent, at least the company always pays attention to the work environment of employees. Compensation, work conflict and work stress are factors that we suspect have an influence on the job satisfaction of PT XYZ employees. This sample was tested on 60 respondents from 80 employees with a sampling technique using the simple random sampling method. The results of this study indicate that the variable compensation, work conflict and job stress affect employee job satisfaction to survive.

Keywords: *compensation, working conflict, work stress*

Abstrak

Penelitian ini bertujuan untuk mengetahui faktor-faktor yang mempengaruhi karyawan untuk bertahan di suatu perusahaan. Perusahaan yang kami teliti adalah PT XYZ. PT XYZ adalah suatu perusahaan yang bergerak di industri *marketplace digital* dengan wilayah pemasaran di seluruh Indonesia. Kami mengasumsikan bahwa karyawan yang bertahan di suatu perusahaan dikarenakan kepuasan karyawan yang tinggi. Agar kepuasan karyawan selalu konsisten maka setidaknya perusahaan selalu memerhatikan lingkungan kerja karyawan. Kompensasi, konflik kerja dan stres kerja adalah faktor-faktor yang kami duga memiliki pengaruh terhadap kepuasan kerja karyawan PT XYZ. Sampel ini diujicobakan kepada 60 responden dari 80 karyawan dengan teknik pengambilan sampel menggunakan metode *simple random sampling*. Hasil dari penelitian ini menunjukkan bahwa variabel kompensasi, konflik kerja dan stres kerja berpengaruh terhadap kepuasan kerja karyawan untuk bertahan.

Kata Kunci : kompensasi, konflik kerja, stres kerja, kepuasan kerja

INTRODUCTION

In the development of the industrial and organizational, human resources have an important role in increasing company productivity. Human resources are the most important asset in a company because human resources can channel their energy and mind. In the era of globalization, the company is demanded to be able to continue to improve the productivity and quality of the company. The success of a company is largely determined by the quality of the people who work in it. Qualified employees will bring a positive influence on the company, such as increasing productivity. Without qualified employees, it is difficult for companies to achieve success and profit. Mathis and Jackson (2011) suggested that in this era of human resources the greater the role in achieving a company's success.

Tokopedia and PT XYZ have in common, which are both engaged in the marketplace industry. Marketplace is a meeting place between sellers and buyers in cyberspace. Marketplace sites have a role as a third party in online transactions by providing a place to sell and facilitate payment.

Human resources are the most important asset for Tokopedia to run company activities. As quoted on its website, human resources in the sense of an employee in the Tokopedia office are the people behind the scenes that make the company go forward as it is today. They employ people who are creative, intelligent and diligent, and priorities abilities over experience. Tokopedia creates a unique company culture for convenience so that employees become productive and want to survive. Tokopedia is one of the companies most sought after by job seekers, because the benefits and facilities provided by the company are able to ensure that employees live happily, quietly, and well-off.

Quality of work life is becoming a popular concept at this time. Employee welfare, not just focusing on aspects related to work. The quality of work life is specifically related to a person's level of happiness at work. Employees with high quality work lives generally find life to be comfortable, their work attractive and reach a level of personal satisfaction. Employees who are generally happy with their work are said to have high quality work, and those who are not happy with their work are said to have

low quality work. If the employee feels satisfied where he works, the employee will be more loyal and loyal in the company.

To maintain employee satisfaction is always consistent, the company must pay attention to the environment in which employees carry out their duties. Coworkers, leaders, work atmosphere and other things that can affect a person's ability to carry out their duties. Employee satisfaction itself is essential for a company, because it will always be related to life in the company. The effectiveness of performance and success at work is an influence or result of employee satisfaction.

The phenomenon that often occurs in the world of work today, namely the number of employees who wish to move or leave the company. This happens one of them because it is caused by not achieving employee satisfaction.

The reason we chose PT XYZ because PT XYZ is an international company that we predict has a better salary level than similar companies that are competitors, so we want to do research to find out whether this salary level has a significant relationship with the desire to survive. Then another factor that

made us interested in choosing PT XYZ because this company is a foreign company where the work culture that is owned is different from other companies so that work stress and work conflict become a benchmark in the desire to survive.

LITERATURE REVIEW

Compensation

According to Milkovich, (2017), compensation is all financial returns, services and tangible benefits received by employees as part of a work relationship.

According to Edison, (2016), compensation is all forms received by employees for the services they contribute to their workers.

Compensation has a positive relationship with employee satisfaction. High compensation will increase employee satisfaction. Thus it will create the desire of employees to survive in the company.

Work Conflict

Conflict is a condition where there is no match between what is expected by a person against himself, others, organizations with reality, (Minarsih, 2011).

In an organization, there will certainly be work conflicts, which are faced between employees, as well as employees and

leaders. Work conflict has a negative relationship with job satisfaction. When work conflicts increase, job satisfaction will decrease. So work conflicts must be minimized by the company so that employees remain survive in the company.

Work Stress

Stress is the inability experienced by someone in overcoming threats faced both mentally, physically, emotionally and spiritually so that one day it can affect human physical health.

According to Mahardiani, (2013), work stress is a feeling of stress experienced by employees in dealing with working assignments.

Research conducted by Manurung, (2012), work stress experienced by employees indicates that excessive workload, unclear responsibilities, conflicting demands from various colleagues, lack of cooperation between departments within the organization and the provision of work standards that are difficult to meet from above.

Work stress has a negative relationship with employee satisfaction. When work stress increases, employee satisfaction will decrease. So the level of work stress must be

minimized by the company so that employees remain survive in the company.

RESEARCH METHODS

The data collection method uses primary data through questionnaires. Where the rating scale for each variable that is applied is the ordinal scale, which is a rating scale where numbers are set to indicate the relativity of character possessed. In addition, the scaling technique used is a Likert scale. On this Likert scale ask respondents to indicate the level of agreement or disagreement with a series of statements about an object.

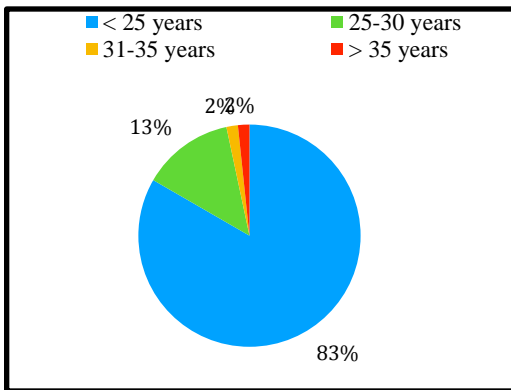
Data analysis using multiple regression tests with the dependent variable is employee satisfaction and the independent variable is compensation, work conflict and work stress. The population of the study were all employees of PT XYZ with a total of 80 people, the authors used a total of 60 with a sampling technique using the simple random sampling method.

RESULT AND DISCUSSION

Correspondent Data

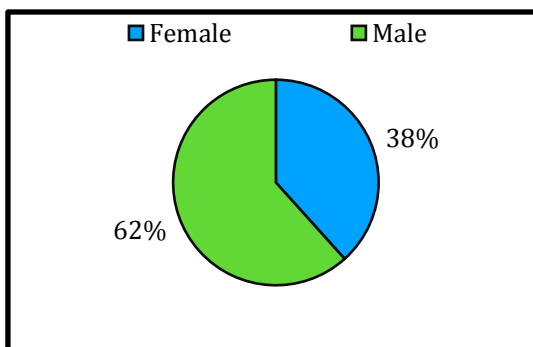
Based on gender, the authors divide into two categories: male and female.

Figure 1. Gender of the Respondents



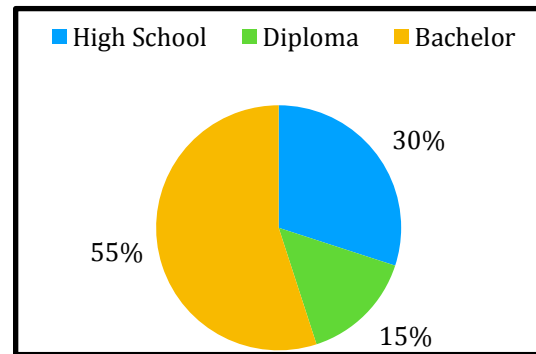
Based on age, the authors divide into four categories, namely less than 25 years, 25-30 years, 31-35 years, and greater than 35 years.

Figure 2. Age of the Respondents



Based on the latest level of education, the authors divide into four categories, namely: high school, diploma, and bachelor.

Figure 3. Educational Background of the Respondents



Validity and Reliability Test

Validity and reliability tests need to be done because the research variables are measured using several indicators. compensation (X1) is measured by five indicators, work conflict variable (X2) is measured by five indicators, work stress variable (X3) is measured by five indicators and employee satisfaction (Y) is measured by five indicators In the study the validity and reliability tests are carried out on the amount of data as many as 60 respondents using SPSS version 24. The validity test results used a 95% confidence level, where $df = n-2$. So, the value of $df = 58$ is presented as follows:

Table 1. Validity Test Results

Item Question	R-count	R-table	Result
K1	0.699	0.2500	Valid
K2	0.818		
K3	0.820		
K4	0.837		
K5	0.820		
KK1	0.752		
KK2	0.808		
KK3	0.615		
KK4	0.612		
KK5	0.688		
SK1	0.724		
SK2	0.769		
SK3	0.732		
SK4	0.771		
SK5	0.675		
B1	0.727		
B2	0.794		
B3	0.747		
B4	0.791		
B5	0.708		

All question items are declared valid if $r\text{-count} > r\text{-table}$. The result is that all questions related to compensation (K), work conflict (KK), work stress (SK) and employee satisfaction (B) are valid, which is above the table value (0.2500).

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	R-table	Result
Compensation	0.922	0.2500	Reliable
Work Conflict	0.869		
Work Stress	0.889		
Employee Satisfaction	0.899		

All question items are declared reliable if the value of Cronbach's Alpha > 0.2500 . The results are all questions related to employee satisfaction, compensation, work conflict and work stress, namely compensation variable $0.922 > 0.2500$, work conflict variable $0.869 > 0.2500$, work stress variable $0.889 > 0.2500$, and employee satisfaction variable $0.899 > 0.2500$. So that all variables in accordance with the requirements, namely reliable.

Classic assumption test

Tabel 3. Normality Test Results

		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,39223500
Most Extreme Differences	Absolute	,070
	Positive	,070
	Negative	-,066
Test Statistic		,070
Asymp. Sig. (2-tailed)		,200 ^{c,d}

The residual value in the regression equation model is normally distributed because the significant value is 0.2 and greater than 0.05.

Table 4. Multicollinearity Test

Results

Variable			
Compensation		<	

Work Conflict		<	
Work Stress		<	

Based on the results of the VIF calculation above, all VIF calculation results of all independent variables have values below 10, so there is no multicollinearity between variables.

Table 5. Heteroscedasticity Test

Results

Variable	Sig	Sign	Alpha (α)
Compensation	0.520	\geq	0.05
Work Conflict	0.700	\geq	0.05
Work Stress	0.642	\geq	0.05

Based on the results of the Sig calculation above, all Sig calculation results from all

independent variables have values above 0.05, then there is no heteroscedasticity.

Table 6. Correlation Test Results

	Y	X1	X2	X3
Y	1	0.716	-0.586	-0.637
X1	0.716	1	-0.350	-0.478
X2	-0.586	-0.350	1	0.594
X3	-0.637	-0.478	0.594	1

From the correlation test above, compensation (X1) and employee satisfaction for survival (Y) have a strong and direct relationship. Relationships are moderate because the correlation value is between 0.60 - 0.799 and the directional relationship means that if the value of compensation (X1) rises, the value of employee satisfaction to survive (Y) also goes up or vice versa.

Multiple Regression Test

Table 7. Multiple Regression Test Results

Variable	Unstandardized Coefficients	Sig.
Constanta	3.658	0.000
Compensation	0.407	0.000

Work Conflict	-0.199	0.007
Work Stress	-0.219	0.026

$$Y = 3.658 + 0.407X_1 - 0.199X_2 - 0.219X_3 + e$$

where:

Y = Employee satisfaction

X₁ = Compensation

X₂ = Work conflict

X₃ = Work stress

The conclusion from the equation above is that compensation (X1) increases by 1 unit, employee satisfaction (Y) will increase by 0.407 units and vice versa, then if work conflict (X2) increases by 1 unit then employee satisfaction (Y) will decrease amounting to 0.199 units or vice versa and the last is work stress (X3) increases by 1 unit then employee satisfaction (Y) will decrease by 0.219 units or vice versa.

Compensation has a positive relationship and a significant effect on employee satisfaction for survival. Work conflict and work stress have a negative and significant influence on employee satisfaction to survive.

Table 8. Determinant Coefficient Test

Model	R	R Square	Adjusted R Square
1	0.716 ^a	0.513	0.505

a. Predictors: (Constant), Compensation

The coefficient of determination is used to see how much the free variable compensation (X_1), work conflict (X_2), work stress (X_3) affect together on job satisfaction (Y). From the table above obtained Adjusted $R^2 = 0.513$, which means the percentage contribution of the influence of compensation, work conflict and work stress variables together to the employee satisfaction variable of 51.3%, while the remaining 48.7% is influenced by other variables.

CONCLUSION

Based on the results of data processing that has been done using SPSS method version 24, it can be concluded that, compensation has a significant effect on employee satisfaction to survive at PT XYZ. Work conflict has a significant influence on employee satisfaction to survive at PT XYZ. Work stress has a significant effect on employee satisfaction to survive at PT XYZ.

Compensation, work conflict, and work stress by 51.3% simultaneously have a significant effect on employee satisfaction to survive, and 48.7% are influenced by other variables not included in this study.

PT XYZ must be able to manage its employees by considering adequate compensation, maintaining a low level of conflict through a pleasant work culture. With a pleasant work culture, work stress will decrease. In the end, if all these factors can be maintained by the company, the employee's desire to survive is even greater.

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