THE INFLUENCE OF WORK POLICIES AND WORK CONFLICT ON EMPLOYEE INTENTION

Ahdiyat Agus Susilo

Email : ahdiyat@gmail.com

ABSTRACT

This study aims to determine the effect *Worklife-Policies*, Work Involvement, and Work-Family Conflict on Turnover Intention of employees at PT. Sinar Bodhi Cipta, Tanjungpinang. This type of research uses a quantitative descriptive method. The sample in this study consisted of 93 people, namely employees of PT. The sample technique used in this study was the distribution of proportion sampling. The data analysis method used consisted of testing the quality of the data (validity). and reliability) Test classic assumptions (normality, heteroscedasticity, multicolonierity, and autocorrelation) Hypothesis test (t test and f test), multiple linear regression test and coefficient of determination. The results can be concluded that the work-life policies, Job Involvement, and Workfamily Conflict variables partially or simultaneously have a positive and significant effect on employee turnover intention at PT Sinar Bodhi Cipta, Tanjungpinang with a contribution of R square of 73.1%.

 Keywords: work-life policies, work involvement, Workfamily Conflict

INTRODUCTION

Progress in a country is a major dream for every nation. This progress is usually seen from the human resources as well as the natural resources that are developing in the country. There are times when a country has abundant natural resources that can be used, but lacks human resources who can

manage these natural resources which can be utilized as a result.

In this case, human resources are one of the most important things for the progress of a nation, especially for corporate investment. Where when someone wants to establish a company it is very important for him to have human resources or employees who can increase a productivity result for the company. Where human resources are very important if it is associated with global developments that have progressed and developed both between individuals and individuals and between organizations and other organizations which can increase market share for the advancement of a company.

In building a business or a job site to face the era of globalization which is increasingly advanced and is developing very rapidly, Human resource is a factor that is very important and very needed in carrying out a company activity and activities both in terms of jobs that tend to be lower or higher. Without a human resource who has good quality and quantity for the company, the company cannot develop properly in accordance with what is expected for the benefit of the company.

Where most of the employees have skills or expertise where these skills can be utilized or can be used in a good and maximal way, they are often misinterpreted not as subordinates but also as machines or robots that are used arbitrarily by either company or company. on a small scale as well as on a large scale in terms of work that is limited to the ability of an employee. Where that the company at least held a good and optimal human resource management process in accordance with the limits of the ability of employees to achieve a company goal in accordance with the wishes of the

company or in accordance with the market needs of a company according to Anggaryano in [1].

This form of constraint is in the form of a desire to change jobs (turnover intention) which leads to an employee's decision to leave a job and try to find a better job and promises everything from his previous job Turnover itself is more directed at the ultimate reality faced by an organization or company. in the form of the large number of employees who leave the organization in a certain period of time, while the desire of employees to move (turnover intentions) refers to an end result or it can be said to be an evaluation or observation of an individual about his continuity with the company whether he wants to survive or even chooses to leave the company which is where the result is still in an employee's mind.

According to Robbins said that turnover intention itself is turnover is the voluntary and involuntary withdrawal from an organization[2]. Here it explains that turnover itself is an action taken by an employee against an organization to another in which the employee is not possible to work again in the company which is wanted by many employees where it will be a very big possibility of turnover intention. it will happen.

Where the factors that often occur or often experience a turnover intention, namely in general, lies in the age level and education level of a person, which of these two things can consider the results of the work to be achieved by the company. In addition, it can also be seen from several other supporting factors that can trigger employees to intend to leave a company, one of which is work-life policies, work involvement,

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[1] Roni, F. (2010). Relationship Between Work Involvement and Turnover Intention on Employees of PT. GARDA TRIMITRA UTAMA, JAKARTA, VIII, 146–151.

[2] Roni, F. (2010). Relationship Between Work Involvement and Turnover Intention on Employees of PT. GARDA TRIMITRA UTAMA, JAKARTA, VIII, 146–151.

and work-family conflict as a variable chosen and seen as having a greater influence on the level of a person's turnover intention. employees. Work-life policies according to Monday in Work-life policies are an initial guideline or an initial direction to provide a positive direction in making a decision, be it a heavy decision or a light decision[3]. Where it also provides a good direction or guidance for the company, both from providing a work health and safety insurance which is very important for every employee without this, the employee will definitely want to try and find a better job. for their life.

Apart from work-life policies that affect turnover intention, namely job involvement is also a very important supporting factor in terms of turnover intention where work involvement is a strong milestone in the company, without work involvement between employees and the company. the company will not move well or smoothly, one of which is very important for employees, namely taking part in the company.

But besides that, there are many problems that should be important by a large company or a small company in particular that will be bad for the company, such as work involvement between companies with very low employees in an employee which can result in an employee's desire to leave the company (turnover intention). Many companies are very less aware of and understand the importance of providing an opportunity for employees to express an opinion on the company, both in terms of both the company and the bad side of the company which can provide positive input to the company.

Of the two factors above, there are also factors that are no less influencing which can lead to turnover intention, namely work-family conflict. According to Karetape inside Work-family conflict is a form of conflict between roles where the

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[3] Ludiya, H. (2016). THE EFFECT OF WORK LIFE POLICIES, WORK LIFE CONFLICT, JOB STRESS, AND LONELINESS ON TURNOVER INTENTIONS IN A. Journal of Service Management and Marketing, 9 (2), 299–322.

pressure from the field of work and pressure from the family contradicts each other[4]. This means that it is very difficult to align or equalize both in terms of work in the office and in terms of homework. Where these two things can lead to a turnover intention.

Where at this time the City of Tanjungpinang has done a lot of economic development, one of which is in the industrial sector. Where this development may move in terms of land development, residence or other, which is intended for the people of Tanjungpinang City, one of the companies that uses this to become a development of business land, namely PT. Sinar Bodhi Cipta, Tanjungpinang, where the company develops in terms of building a land, be it in terms of building a shop, mall, housing or to help the welfare of the people of Tanjungpinang City. Where the company really needs skilled and skilled human resources to help in terms of competition that is increasingly progressing and developing.

From the table above, it can be seen that the rate of occurrence of an employee turnover is quite high in PT.Sinar Bodhi Cipta, Tanjungpinang, namely 41 people in 2016 and 38 people in 2017 from January to December. Where the data shows that the rate of resignation of an employee is very large and is closely related to the factors that influence an employee to resign from a company within the department, both permanent and contract employees (laborers). Where many employees want to move places because work is not in accordance with what the company wants.

For example, Worklife-Policies where many workers feel uncomfortable because their health and safety at work have not been able to provide the best for their employees. In addition, in the case of Work Involvement that occurs within

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[4] Erdiana, A., & Eviana. (2012). The Effect of Work-Family Conflict on Absenteeism and Turnover Intention (a study on Employees of Banking Companies in Malang), 10, 116–133.

the company, they also do not want a subordinate to follow the affairs or can be said to interfere or take part in that part because it is not a job that is covered by himself.

So that the intention of the researcher was interested in conducting a study in which to find out and see the influence of work-life policies, work involvement, and work-family conflict on employee turnover intention with the title "The Influence of Work-life Policies, Work Involvement, and Work-family ConflictTerhada Turnover Intention on Employees of PT.SINAR BODHI CIPTA, Tanjungpinang ".

LITERATURE REVIEW
a. Definition of Human Resource Management

Human resource management (HRM) is a science, method, or it could be said with a strategy of how a person or individual can manage a relationship and a role of resources (labor) owned by each individual in an efficient and effective manner. which can be used optimally so that the achievement of a goal or success (goal) and a common opinion towards the company, employees, and society to achieve a company goal in its book [5]. In addition, according to experts, there are several definitions of human resource management in their books [6], that is :

1. **Drs. Malayu SP Hasibuan** Human resource management is a science and art to regulate a relationship and the role of the workforce so that it is effective and efficient in helping the realization of a company, employee, and community goal. The point is that all of these work roles can be used properly so that these roles will be useful for the realization of a company goal that can benefit the company.

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[5] Edy Sutrisno, M.Si, Prof, DR, H. (2009). Human Resource Management.
[6] SP Hasibuan Drs.H. (2017). Human Resource Management.

b. Work-life Policies

According to the wisdom inside Work life policy is very important to be defined as an indicator of the basic level of an organization which prioritizes all work more importantly above everything, both in terms of work and others[7]. Where this policy is included in arranging flexible work schedules and employee leave from their previous workplaces. The work-life policy itself is a big milestone in liaising for the company, if the milestone is unable to assess a person's attitude, character, behavior, bad or bad organization, then the company cannot run well.

Besides, the help of worklife balance policies in an organization will help and form a positive attitude towards a job when an organization is committed to maintaining good worklife balance policies. Work-life policies are one of the most important and main consideration factors for an organization because friendly policies are the most contributing factor in which there will be a lot of turnover (job transfer or leaving work).

c. Definition of Work Involvement

In terms of improving the results of work quality that are owned by employees, namely by having a work involvement that involves an employee's activeness or agility in carrying out tasks that have been assigned by a superior or leader to his subordinates or also actively participating in his work. According to Robbins in Job Involvement is a level of identification of employees in carrying out the work that has been given by the company, and the worker considers the job

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[7] Lutfi Al-Khasawneh, A., Lutfi Al-typicalawneh, A., & Moh, S. (2013). The Relationship between Job Stress and Nurses Performance in the Jordanian Hospitals: A Case Study in King Abdullah the Founder Hospital. Asian Journal of Business Management, 5 (2), 267–275. https://doi.org/10.5297/ser.1201.002

to be very important where the work is beneficial to himself[8]. Apart from that according to Harlie L. Reeve in said that work involvement is the degree to which an employee is participating in his / her job and meeting such needs as prestige and autonomy[9]. This means the extent to which employees can or can participate in the work they are assigned and fulfill all the needs that exist in the job.

d. Work-family conflict

According to Karatepe in Work-family conflict is defined as a work load that hinders home and family responsibilities, for example by working long hours preventing an individual from attending a family gathering[10]. This conflict usually occurs when an employee has excessive working hours, work schedule and fatigue and emotional exhaustion caused by work which is also related to life satisfaction in general.

Usually this often happens to women who generally have families where in today's era, women and men both have the same workload due to work demands that cause homework and work in the office to be neglected, that's where a problem appears. conflicts in work and family matters.

e. Turnover Intention

In a company, there will be a turnover intention or often referred to as someone's desire to leave the company either later or in the future, where the employee has started to feel uncomfortable working for a long time in the company because of the large number of jobs that are not organized with good. According to Lita Hariah and Roni Faslah in states that

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[8] Robbins in (Hairiah, 2017) Job Involvement is a level of identification of employees in carrying out the work

[9] Roni, F. (2010). Relationship Between Work Involvement and Turnover Intention on Employees of PT. GARDA TRIMITRA UTAMA, JAKARTA, VIII, 146–151.

[10] Erdiana, A., & Eviana. (2012). The Effect of Work-Family Conflict on Absenteeism and Turnover Intention (a study on Employees of Banking Companies in Malang), 10, 116–133.

turnover intention is the tendency or intention of employees to quit their job voluntarily according to their own wishes[11].

According to Tef and Meyer in Turnover intention is a conscious and deliberate willingness to leave an organization[12]. Employee turnover can be seen from how much an employee wants to leave the organization. In addition, there are several positive and negative reasons for employee turnover intention. According to Hoonakker et.al in found positive and negative reasons for employee turnover intention, which are as follows[13]:

a. Positive reasons

Obtaining a higher salary and a better compensation plan than the previous place he worked, the desire to get the opportunity to learn new things, have different skills to develop a career.

b. Negative Reasons

Rewards, career planning and development opportunities receive less attention from the company, and are associated with work and organizational factors, in the form of long working hours, less challenges, work conflicts that occur between work and family, ineffective management, training , discrimination and feelings of unsuitability in the workplace.

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[11] Yani, D. (2016). The Effect of Job Satisfaction and Job Insecurity on Turnover Intention of Teaching Staff at the Faculty of Medicine, Islamic University of North Sumatra The Influence Between Work and Job Insecurity Toward Lecturer 's Turnover Intention in Medical Faculty of Islamic, 8 (2), 79–87.

[12] Adebayo, SO, & Ogunsina, SO (2011). Influence of Supervisory Behavior and Job Stress on Job Satisfaction and Turnover Intention of Police Personnel in Ekiti State. Journal of Management and Strategy, 2 (3), 13–20. https://doi.org/10.5430/jms.v2n3p13

[13] Roni, F. (2010). Relationship Between Work Involvement and Turnover Intention on Employees of PT. GARDA TRIMITRA UTAMA, JAKARTA, VIII, 146–151.

RESEARCH METHODS

This research uses descriptive quantitative method. Where this quantitative descriptive method aims to provide an overview of society, certain groups of people. This research is quantitative in nature, namely research that solves the problem based on numbers or a conclusion can be drawn and other supporting suggestions are given. This study wanted to find a direct effect of the independent variables, namely the effect of work-life policies, work involvement, and work-family conflict on employee turnover intention at PT.SINAR BODHI CIPTA Tanjungpinang.

Type of Data

According to Sugiono In his book, there are two types of data that can be used to conduct this research, namely primary data and secondary data[14]:

a. Primary data

Primary data is data obtained by the author through the distribution of questionnaires directly to the company. In addition, they also make direct observations into the company. Target target and is considered to represent the entire population in the research to be examined by researchers, namely employees of PT. Sinar Bodhi CiptaTanjungpinang.

b. Secondary Data

Secondary data is data obtained indirectly, meaning that this data is obtained by researchers using journals and a book, both of which are useful as guidelines to serve as a source of extensive research data on employee turnover intention.

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[17] Sugiyono, P. (2013). Quantitative Research Methods And R & D. In Indonesia Alfabeta

Data collection technique

According to his book Sugiono in his book Data collection techniques are carried out in several ways such as questionnaires or questionnaires and literature, namely[15]:

a. Questionnaire or questionnaire

The questionnaire or questionnaire is a data collection technique that is carried out by giving a written question to the respondent about the matter to be asked so that the respondent must answer according to the list of questions that has been attached by the researcher.

b. Literature

In which the author collects material that comes from various sources from books, previous research journals and other references as a theoretical basis and support in this research.

Population

Population according to Sugiono in his book is an area of generalization consisting of objects / subjects that have certain qualities and characteristics that the researcher determines to study and then draw conclusions. In this study the population taken was all employees of PT. SINAR BODHI CIPTA Tanjungpinang, totaling 121 employees[16].

Sample

In his book Sugiono the sample is a part of the number and characteristics possessed by the population[17]. This sample is done because the researcher has a limitation in conducting a study both in terms of time, energy, and a very large population. In determining the sample size, this study uses the

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[15] Sugiyono, P. (2013). Quantitative Research Methods And R & D. In Indonesia Alfabeta

[16] Sugiyono, P. (2013). Quantitative Research Methods And R & D. In Indonesia Alfabeta

[17] Sugiyono, P. (2013). Quantitative Research Methods And R & D. In Indonesia Alfabeta

Slovin formula, with an error rate of equal to5% in order to obtain a sample of:

$$n = \frac{n}{1 + Ne^2}$$

Where :

n   = number of samples

N   = total population

E   = *error* level (error rate, generally used 1%, 5%, 10%)

Based on a population of 121 employees who are assigned an error rate of 5% or 0.05, the sample size in this study is:

$$n = \frac{N}{1 + Ne^2} \quad n = \frac{121}{1 + 121\,(0,05)^2}$$

$$n = \frac{121}{1 + 121\,(0,0025)^2} \quad n = \frac{121}{1,3025}$$

rounded up to 93 Persons $n = 92,89$

RESULT AND ANALYSIS

The reliability test results show that the Worklife Policies (X1) variable has an Alpha coefficient of 0.809> 0.60, the Work Involvement Variable (X2) has an Alpha coefficient of 0.772> 0.60, the Workfamily Conflict variable (X3) has an Alpha coefficient of 0.748> 0.60 , The Turnover Intention (Y) variable has an Alpha coefficient of 0.851> 0.60. Based on table 4.11 it can be concluded that it can be said that all measurement concepts for each of each variable or questionnaire statement are realistic so that they are suitable for use as a research measurement tool.

Classic assumption test

Normality test

The normality test aims to test whether the regression model, the dependent and independent variables have a normal distribution. How to detect normality is done by looking at the following histogram graph:
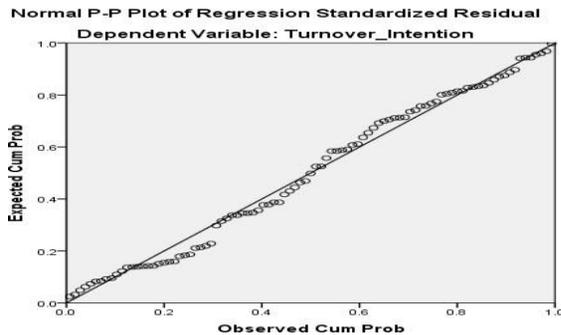
Histogram Graph

Histogram

Dependent Variable: Turnover_Intention

Mean = -7.29E-17
Std. Dev. = 0.984
N = 93

Frequency / *Regression Standardized Residual*
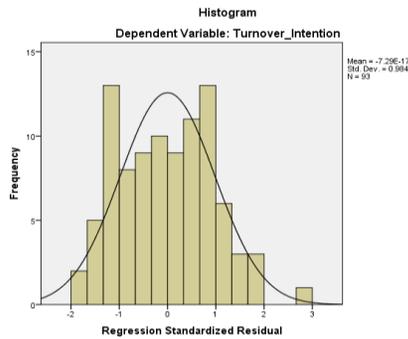
Source: Processed SPSS Data (2018)

By looking at the display of the histogram graph, it can be concluded that the histogram graph gives a normal distribution pattern. Because the data forms a bell-like pattern and does not veer left and right. Apart from the histogram graph, the Pp plot graph is also used to test the normality of the data. The results of the Pp plot graph were also used to test the normality of the data. The results of the Pp plot graph can be seen as follows:

Normality test

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Turnover_Intention

Expected Cum Prob / *Observed Cum Prob*

Graph display Normal Probability Plot, it can be concluded that the normal chart pattern is seen from the points that spread around the diagonal line and the distribution follows the direction of the diagonal line. Based on the histogram graph and the Normal Probability Plot, it shows that the regression model is feasible to use in this study because it meets the criteria for the assumption of normality.

To find out that the data really is normally distributed, a statistical test is carried out *Kolmogrov Smirnov* namely by looking at its value and significance. Where if the statistics and significance are greater than 0.05, the data is normally distributed.

One Sample Kolmogrov Smirnov test

|		Unstandardized Residual
N		93
Normal Parametersa, b	Mean	.0000000
	Std. Deviation	2.38034931
Most Extreme Differences	Absolute	.076
	Positive	.076
	Negative	-.061
Kolmogorov-Smirnov Z		.737
Asymp. Sig. (2-tailed)		.648

The results of the analysis of the one Sample Kolmogrov Smirnov method show that the Kolmogrov-Smirnov Z Test Statistic value is 0.737 and a significance value of 0.0648 is greater than 0.05, which means that the residual variables are normally distributed. In the histogram graph it can also be seen that the data distribution does not deviate (swekness) to the left and to the right, which means that the residual variables are normally distributed.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether the regression method contains inequalities and residuals from

one observation to another. Good data is if there is no heteroscedasticity. Where in this study the heteroscedasticity test used a scatterplot graphic, that is, if the data spreads randomly above and below the zero on the y-axis, then heteroscedasticity does not occur.

Heteroscedasticity Test Results

Scatterplot
Dependent Variable: Turnover_Intention
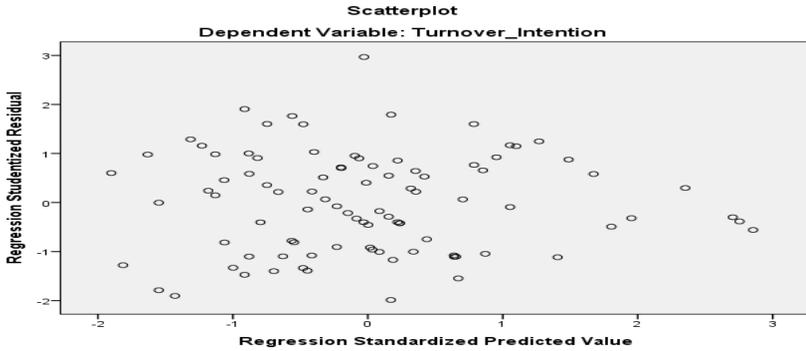
Based on Figure 4.4, it can be seen that the dots spread randomly, not in the form of a clear pattern that is clearly spread either above or below the number 0 (zero) on the Y axis. This can be concluded that there is no heteroscedasticity. A good regression model is where there is no heteroscedasticity.

Multicolonierity Test

Multicolonierity test aims to test whether the regression model found a correlation between independent variables. A good regression model is one where there should be no correlation between the independent variables. In this study, the multicolonierity test was carried out by looking at the tolerance value and the variance inflation factor (VIF) value. If the tolerance value is above 0.01 and the VIF value is less than 10, it can be concluded that the regression model does not occur multicollinierity.

Multicolonierity Test Results

Coefficientsa

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Worklife_Policies	.442	2,264
Work_Involvement	.991	1,010
Workfamily_Conflict	.444	2,251

a. Dependent Variable: Turnover_Intention

Based on table 4.13 it can be seen that the value *tolerance* for the Workfamily Policies variable of 0.442> 0.1, the tolerance value for the Workfamily Conflict variable was 0.991> 0.1, and the tolerance value for the Workfamily Conflict variable was 0.444> 0.1. For the VIF value of the Workfamily Policies variable of 2.264 <10, the VIF value of Work Involvement of 1.010 <10, the VIF value of Workfamily Conflict 2.251 <10. So it can be concluded that in this model there is no multicolonierity problem.

Autocorrelation Test

The autocorrelation test is used to determine whether or not there is a correlation between the residuals in an observation and other observations in the regression model. The requirement that must be met is the absence of auto correlation in the regression model. The test method uses the Durbin-Watson test (DW test) with the following conditions:

1. If d <dl or (4-dl), then the null hypothesis is rejected, which means there is autocorrelation.
2. If d lies between du and (4-du), then the null hypothesis is accepted, which means there is no autocorrelation.
3. If d lies dl and du or where (4-du) and (4-dl), then there is no conclusion.

Autocorrelation Test
Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.855 a	.731	.722	2.42014	1,384

a. Predictors: (Constant), Worklife Policies, Work Engagement, Workfamily Conference
b. Dependent Variable: Turnover Intention

Based on table 4.14, the value is known *Durbin-Watson* 1,384. This value will be compared with the Durbin-Watson test value with the Durbin-Watson value guideline with a dl value of 1.5741 and a du value of 1.7531, so it can be concluded that the Durbin-Watson value of 1.384 does not occur autocorrelation.

Multiple Linear Regression Test

Multiple linear regression analysis is usually used to measure the influence of two or more independent variables on one dependent variable. To find out the model and form of the influence relationship between variables and to determine the positive or negative influence of the independent variables (X1, X2, X3) on the dependent variable Turnover Intention (Y) where from the sample obtained, multiple linear regression analysis was used using the following formula:

$$Y'' = a + b1.X1 + b2.X2 + b3.X3 + e$$

Multiple Linear Regression Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,499	3,624		2,345	.021
	Worklife Policies	.326	.102	.264	3,186	.002
	Work Involvement	-197	.061	-180	-3,262	.002
	Workfamily Conflict	.786	.106	.614	7,437	.000

a. Dependent Variable: Turnover Intention

The results of the regression equation that are formed, while the multiple linear regression equation is as follows:

Y = 0.8499 + 0.326X1 + (-0.197X2) + 0.786X3 + e

Where :

Y = *Turover Intention*

X1 = *Worklife-Policies*

X2 = Work Involvement

X3 = Workfamily-Conflict

E = error / confounding variable

Interpretation of the value of the equation are:

Y = 0.8499 constant value, which means that when the Worklife-Policies (X1), Work Involvement (X2), and Workfamily-Conflict (X3) variables are considered constant or do not change, the Y (Turnover Intention) variable is 0.8499.

X = 0.326 is the regression coefficient value of the Worklife-Policies variable, if the increase is one unit, then Turnover Intention (Y) will increase to 0.326 with the assumption that the work involvement variable and the Workfamily-Conflict variable are constant or do not experience a

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change. Likewise, on the other hand, if the Worklife-Policies variable decreases by one unit, then Turnover Intention (Y) will decrease by 0.326, meaning that the Worklife-Policies coefficient (X1) has a positive effect on Turnover Intention (Y).

X2 = -0.197 is the value of the regression coefficient of the job involvement variable,

If it decreases by one unit, then Turnover Intention (Y) will increase -0.197 with the assumption that the Worklife-Policies and Workfamily-Conflict variables are constant or do not experience a change. Likewise, on the other hand, if the work involvement variable increases by one unit, then Turnover Intention (Y) will decrease by -0.197, meaning that the coefficient of work involvement (X2) has a negative effect on Turnover Intention (Y).

X3 = 0.786 is the coefficient value of the Workfamily-Conflict variable, if

an increase of one unit, then Turnover Intention (Y) will increase by 0.786 with the assumption that the Worklife-Policies variable and constant work involvement do not experience a change. Likewise, vice versa, if the competing Workfamily-Conflict variable decreases by one unit, then Turnover Intention (Y) will decrease by 0.786, meaning that Workfamily-Conflict (X3) has a positive effect on Turnover Intention (Y).

Hypothesis testing
Partial Regression Coefficient Test (t-test)

The t test was conducted to test the regression coefficient partially from the independent variable. The results of hypothesis testing using the t test can be seen from Table 4:13

Partial Test Results (t-test)
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,499	3,624		2,345	.021
	Worklife Policies	.326	.102	.264	3,186	.002
	Work Involvement	-197	.061	-180	-3,262	.002
	Workfamily Conflict	.786	.106	.614	7,437	.000
a. Dependent Variable: Turnover Intention						

Terms:
a. N = 93 (number of samples)
b. a = level of significance = 5% (0.05)
c. The t distribution table is sought at a = 5%: 2 = 2.5% (2-sided test) with degrees of freedom (df) nk-1 or 93-3-1 = 89. (n is the number of samples and k is the number of independent variables). With a 2-sided test (significance = 0.025), the results obtained for the t table are 1.987.

Based on table 4.16, it can be seen that the results of the tests carried out partially (individual tests), the Worklife-Policies (X1) variable has a significant effect on Turnover Intention (Y) which is indicated by a probability value of 0.002 <0.05. Furthermore, tcount 3.186>ttable 1.987, then Ha is accepted and H0 is rejected, which means that the Worklife-Policies (X1) variable partially has a significant effect on Turnover Intention (Y) at PT.Sinar Bodhi CiptaTanjungpinang. Thus the hypothesis in this study can be accepted.

Based on table 4.16, it can be seen that the results of the tests carried out partially (individual tests), the Job Involvement Variable (X2) has a significant effect of 0.002 <0.05. Furthermore, tcount -3,262> 1,987, then Ha is accepted and H0 is rejected, which means that the Job Involvement variable (X2) partially has a significant effect on Turnover Intention (Y) at PT. Sinar Bodhi CiptaTanjungpinang. Thus the hypothesis in this study can be accepted.

Based on table 4.13, it can be seen that the results of the tests carried out partially (individual tests), Workfamily Conflict (X2) have a significant effect of 0.000 <0.05. Furthermore, tcount 7,437> 1,987, then Ha is accepted and H0 is rejected, which means that the Workfamily Conflict variable (X2) partially has a significant effect on Turnover Intention (Y) at PT. Sinar Bodhi Cipta, Tanjungpinang. Thus the hypothesis in this study can be accepted.

Simultaneous Regression Coefficient Test (F-Test)

The F test is conducted to determine the simultaneous (simultaneous) influence of the independent variable on the dependent variable. The results of testing this hypothesis using the F-Test can be seen in the following table 4:17:

Simultaneous Testing Results (Test-F)

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1416,034	3	472,011	80,589	.000b
	Residual	521,278	89	5,857		
	Total	1937,312	92			

a. Dependent Variable: Turnover Intention

b. Predictors: (Constant), Workfamily Conflict, Job Involvement, Worklife Policies

It is known that the results of the Fcount value are 80.589 with a significance level of 0.000, with the Fcount value being compared with the Ftable value. Ftable value at the error rate a = 5% with degrees of freedom (df) = (nk): (k-1). The number of samples (n) is 93 and the number of research variables (k) is 3. So df = (93-3): (3-1) then the value of Ftable is 2.71. So Fcount>Ftable (80.589> 2.71) and a significance level of 0.000 then the decision H0 is rejected, meaning that Worklife Policies (X1), Work Involvement (X2), and Workfamily-Conflict (X3) jointly (simultaneously) have an effect on Turnover. Intention (Y) at PT. Sinar Bodhi Cipta, Tanjungpinang.

Determination Coefficient Test (R2)

The coefficient of determination R2 aims to see how much influence each variable has on the dependent variable to determine the percentage of the contribution of the Worklife-Policies, Work Involvement, and Workfamily Conflict variables together on the dependent variable (Turnover Intention).

Results of Testing the Determination Coefficient R2
Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.855 a	.731	.722	2.42014	1,384

a. Predictors: (Constant), Worklife Policies, Work Engagement, Workfamily Conference
b. Dependent Variable: Turnover Intention

CONCLUSION

From table 4.18, the amount of Adjusted R2 based on the results of this study is the coefficient of determination of 0.731 which indicates that the percentage of the contribution of the influence of Worklife-Policies, Work Involvement,

Workfamily-Conflict to Turnover Intention is 73.1%. Meanwhile, 26.9% was influenced by other variables which were not examined in this study.

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