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## Effect of Job Insecurity, Employee Engagement and Job Performance on Employee Turnover Intention Non-Civil Servant Government at District Court in Southeast Sulawesi Region

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**Abstract:** This study aims to determine the influence of Job Insecurity, Employee Engagement and Job Performance to Turnover Intention on Government employees Non-Employee Government Court Country in region Southeast Sulawesi. This study uses a quantitative approach through the distribution of questionnaires and the application of SPSS IBM 26 involving 68 respondents from 9 District Courts in the Southeast Sulawesi region. t-Test Results shows that there is a positive and significant influence of job insecurity on turnover intention. However, employee engagement does not have a significant influence on turnover intention, and job performance has a positive influence on turnover intention. Job insecurity, employee engagement and job performance simultaneously have a positive and significant influence on turnover intention recommended for increase Engaged on PPNPN given reward so that more enthusiastic in Work, given training and guidance so that Can by test PPPK and National Civil Service Candidate.

**Keywords:** Job Insecurity, Employee Engagement, Job Performance, Turnover Intention.

### INTRODUCTION

The running of a government agency that works in the field of public service cannot be separated from the role of PPNPN (Non-Civil Servant Government Employees) as one of the human resource (HR) assets to assist PNS (Civil Servants) in carrying out their duties, especially in several offices that are short of employees. Referring to PP No. 48 of 2005 Honorary workers (PPNP) is somebody Which lifted by Official Mentor Personnel or official other in government for carry out task certain on government agencies or whose income is a burden on the State Budget or Regional Budget. Referring to the Directorate General of Treasury Regulation Number PER-15/PB/2020, what is meant by PPNPN is non-permanent employees, honorary employees, special staff, and other employees whose income is charged to the APBN.

Every year the number of honorary workers or PPNPN in government agencies the more swell, reported from CBN Indonesia 13 March 2022 According to the Deputy Field Source Power Man Apparatus Ministry of Administrative and Bureaucratic Reform RB government conducted an inventory and it was discovered that there were 900 honorary workers. A total of 860 planned to be appointed as civil servants while the rest did not meet the criteria. However, when the review was carried out, the data had swelled by 600 thousand. Meanwhile, quoting from the Circular Letter of the Minister of Administrative and Bureaucratic Reform Number B/185/M.SM.02.03/2022, it stipulates that state civil servants as a profession have the obligation to manage and develop themselves and are required to be accountable for their performance and apply the principle of merit in the implementation management apparatus civil country in accordance with Invite – law Number 5 of 2014 concerning ASN which stipulates that state civil apparatus as a profession has the obligation to manage and develop itself and is required to be accountable for its performance and apply the principle of merit in the implementation of state civil apparatus management. In Law Number 5 of 2014 concerning ASN in the context of structuring Human Resources for State Apparatus, ASN has been regulated as follows: a). Article 6 sounds like an employee ASN consists of on: a. civil servant And b. PPPK. B). Article 8 sounds Employee ASN domiciled as element apparatus country. This is also the basis for the formation of PP Number 49 of 2018 concerning PPPK Management which was enacted on November 28, 2018 with the enactment 5 (five) year in chapter 99 paragraph (1) fall on date 28 November 2023 Which Where obligatory status personnel in environment Agency The government consists of from 2 (two) type personnel, that is civil servant And PPPK. Government Appealing to on Official Mentor Civil Service do the order ASN with method as follows: a). Mapping non-ASN employees in each agency environment and those who meet the requirements can be included/given the opportunity to take part in the selection of PNS Candidates and PPPK b). Eliminating types of employees other than PNS and PPPK in each agency environment and not recruiting non-ASN employees c). In the event that government agencies require other personnel such as Drivers, Cleaning Staff and Security Units, this can be done through Outsourcing Workers (*Outsourcing*) the No is Power Honorary at the Agency concerned. a). Prepare strategic steps to resolve non-ASN employees who do not meet the requirements and do not pass the selection of PNS Candidates or PPPK Candidates in accordance with the provisions of laws and regulations before the deadline of November 8, 2023 b). For Official Mentor Staffing Which No pay attention mandate as mentioned above and still appointing non-ASN employees will be subject to sanctions based on the provisions of laws and regulations and can become part of the object of inspection findings for internal and external government supervisors.

This is a concern for every honorary employee where government regulations Number 56 Year 2012 about change second on regulation Government Regulation Number 48 of 2005 concerning the appointment of honorary workers to become civil servants will no longer be enforced, where honorary workers can be appointed as civil servants if they meet the following age requirements: 1). Maximum age 46 year with time Work 20 years or more Keep going 2). Maximum age 46 years and have a work experience of 10 to 20 years. years continuously. 3). Maximum age 40 years and have a work period of 5 years to 10 years continuously. 4). Maximum age 35 years and have a work period of 1 year to 5 years continuously. However, if they do not meet the requirements above, honorary workers can take the CPNS or PPPK test. Even so, there are many honorary institutions that has serve dozens year long time, but is constrained by age. The employee honorary want to still Work on agency Where they serve, but on the other hand they feel threatened or always worried about the position where they work especially non-administrative officers such as drivers or cleaners in the future will be replaced by *Outsource* whose employee recruitment is carried out by the outsource company itself according to applicable provisions not Honorary Workers at the relevant Agency. This concern

has an impact on Turnover Intention where employees choose Work in place Which other Which felt give flavor safe and clear about his career path.

Honorary or employees in Meliyandrie's study (2021) stated that employees feel worried, stressed, anxious and feel uncertain about their existence in future work which then gives rise to a feeling of helplessness called *Job Insecurity*. The threat felt is losing a job. moment This in time near With Witte et al (2016). In studies Sun Hey et al (2021) found that organizational changes such as layoffs, downsizing and mergers, affect certain groups within the organization, driving their perceptions to *job insecurity*. On study Aziz (2017) *Job insecurity* is a state of powerlessness to maintain the desired continuity in a work environment and situation that is perceived as threatening , accompanied by feelings of insecurity which then have an impact on employee *job attitudes*, decreased commitment, even desire For go out (*Turnover Intention*) from company which is getting bigger. *Job Insecurity* and *Turnover Intention* are positively related, indicating that the more employees feel insecure about maintaining their current jobs, the more they will think about leaving the organization Lee, Jung (2017)

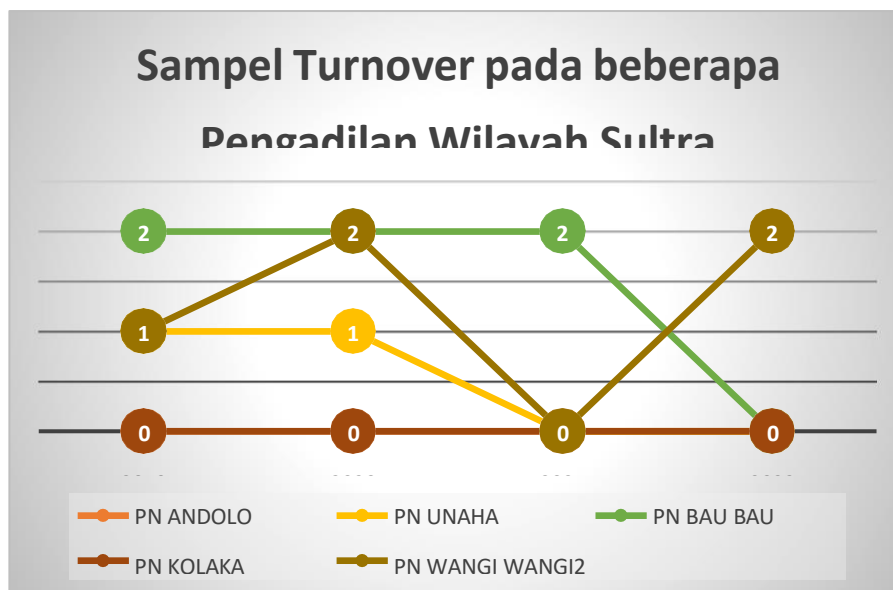
The greater *the job insecurity* felt, the lower the sense of *employee engagement*. And the bigger desire for look for work new Sun Hey et al (2021). *Employee engagement* is the positive or negative emotional attachment of employees to their work, colleagues, and organization that greatly influences will they For Study And come on stage in place Work. On the study that in do by Bonilla (2018) that lack of Employee Engagement towards the company tends to do *Turnover Intention*. The results of the study are strengthened with study in year furthermore Which done by Abela And Debono (2019) found that lack of *employee engagement* is one of the factors that can trigger *Turnover Intention*.

Studies conducted by Jung et al (2021) explains that employees who have high *employee engagement* have a positive mental condition. in place Work, and employee with *employee engagement* Which tall can be a very important variable in *job performance*, because they increase organizational effectiveness, create a more productive work environment, and reduce employee turnover. *Job performance* can be interpreted as the results of a person's work that can be achieved in terms of quality and quality by a person in carrying out their duties in accordance with the responsibilities given to them Silaen et al (2021). An employee's performance is a concern and value for every organization. The ultimate success or failure of an organization depends primarily on the performance of its employees Ara (2021). The success of a company is greatly influenced by *the Job performance* of its employees. Saputri (2020) in his research explains that when employees feel *job insecurity*, employees will show increasingly worse behavior and attitudes that result in an attitude of resistance to change. This phenomenon will have a negative effect on the quality and quality of performance aspects of the agency or company concerned. Individuals who have insecurity in themselves definitely affects *the Job performance* of the individual employee. These symptoms will also be seen in a decrease in productivity which will then take the initiative to make a *turnover* (move).

Desire For move (*turnover intention*) is signal beginning the occurrence of employee turnover in the organization. *Turnover intention* is the intention of members of the organization to try to leave their qualifications as members and quit their current jobs Jung et al (2022). Several studies have revealed that sudden organizational changes cause stronger turnover intentions (Lu et al., 2017)

This research will be conducted on PPNPN Court employees in the Southeast Sulawesi Court area under the leadership of the Southeast Sulawesi High Court. in lower area law Which consists of from 9 Court country that is; District Court Kendari, Court Country Smell – Smell, Court Country Kolaka, District Court Thank you, Court Country Unaha, Court Country Andolo, Court Pasarwajo District Court, Lasusua District Court, Wangi-wangi District Court. In each court, there are 8 to 10 PPNPN personnel. Following is Turnover table for the last 4 years at the Southeast Sulawesi Area District Court:

Picture 1. Sample Turnover intention



Source : Processed by Author

Of the 9 District Courts in the Southeast Sulawesi Region, 5 Courts were used as samples for employee turnover intention observations. Of the 5 Courts, it was found that several employees resigned from their jobs because there was no clarity on their work status, some for other reasons. There was the largest employee expenditure in 2019 and the least in 2021 due to Covid-19. However, for the Wangi Wangi Court which had only been established for less than 3 years, it could not submit increase PPPK his Because still not yet fulfil qualification, For There are employees who choose to leave because they are worried and desperate for the future if PPNPN is replaced by Outsourcing.

This study is expected to measure how job insecurity affects employee performance, employee engagement and job performance are among PPNPM employees at the Southeast Sulawesi Area Court. and whether it has an effect on turnover intention. Matter This is related to several theories which state that there are differences in the results of previous studies, as follows: A study conducted by Jung et al (2022) showed that Job Insecurity has a positive effect significant to Turnover Intention employee. Results the similar with Sabrina's research (2020) Job Insecurity has a positive and significant influence on Turnover Intention. Different from the results of Nassrulloh et al (2018) research which found that the Job Insecurity variable did not have a significant effect on the turnover intention variable.

According to Rachman's research (2016), there is a significant influence between Job engagement and turnover intention. However, there is a new study according to Tambunan et al (2020) in the study, Job engagement has a negative and insignificant effect partially on turnover intention.

A study conducted by Yunikawati (2021) found that job performance did not have a significant effect on turnover intention according to information from HR managers, even though they had plans to leave their organization, it would not affect their performance because they showed a professional attitude. in his job. However, there is on study new Which in conducted by Busayo (2022) found that the relationship between employee turnover intention and job performance was statistically significant.

Study This done based on sampling observation in Wrong One the District Court in the Southeast Sulawesi region where PPNPN works does not match its job description on the grounds that the Court lacks staff. In practice, PPNPM employees are placed in several administrative and service activities, this is not in accordance with Sekma RI No. 811 / SEK /

SK / VIII / 2021 PPNPM is PPNPN are servants, security guards, and drivers who carry out non-administrative duties within the Supreme Court and the Judicial Bodies Under It. Even though so PPNPN still follow Instructions Work Which in give because it is difficult to get work, especially in island areas, some employees have also joined test National Civil Service Candidate And PPPK However No There is none of them Which pass moreover Employee unrest peaked when the government announced that it would be firm in eliminating honorary workers and shifting PPNPN to outsourcing in 2023.

With the above phenomenon, the objective to be achieved by the author in this study is to test and analyze the Influence of Job Insecurity, Employee Engagement and Job Performance on the Turnover Intention of Non-Civil Servant Government Employees at District Courts in Southeast Sulawesi.

### **Research Purposes**

Objective from study these are as follows: 1). For analyze influence Job Insecurity against Turnover Intention PPNPN employees at the District Court in the Southeast Sulawesi area, 2). For analyze influence Job Engagement to Turnover Intention of PPNPN employees at the District Court in Southeast Sulawesi area, 3). To analyze Job Performance towards Turnover Intention of PPNPN employees at the District Court in Southeast Sulawesi area?

### **Benefit Study**

It is expected that this research can provide the following benefits: 1). Can provide useful input from external parties for the management and leadership of PPNPN in Court Country area Sulawesi Southeast in increase employee engagement as well as give description about condition source Power human owned.

### **Theoretical Review**

Job insecurity defined by With Witte (2015) that is perception subjective employees are likely to lose their jobs and be unemployed. In a study conducted by Vander Elst, De Cuyper, Baillien, Niesen, & De Witte (2016) Job insecurity is a perceived threat of losing one's current job in the near future.

According to Azis (2017), job insecurity is a condition of powerlessness to maintain the desired continuity in a threatening work situation, and the feeling of insecurity will have an impact on employee job attitudes, decreased commitment, and even greater turnover intention.

Meanwhile, according to Shoss (2017), job insecurity is an excessive worry about one's job position, which is shown in an event that results in losses and may occur in the future. Furthermore, job insecurity has multidimensional, which can differentiate between. quantitative (threat to the continuation of employment or the loss of the job itself), and qualitative (threats to the continued existence of valued job features).

Jiang & Lavaysse (2018) describe job insecurity as an emotional reaction such as excessive worry and anxiety towards perceived threats. on work so that No capable for maintain his job because he felt he was in a threatened position.

Job insecurity is also defined as an employee's perception of a condition in which the employee feels threatened, tense, anxious, worried, stressed, and uncertain about their future job, which gives rise to feelings of helplessness, Meliyandrie (2021).

### **Job Dimensions Insecurity**

Based on the theory of Greenhalgh and Rosenblatt (1984) and Ashford (1989), there are 3 things that trigger feelings of job insecurity: 1). Conditions environment Work Characteristics 2). And position in work. 3). Characteristics personality employees. While Burke et al (2017) explain the antecedents from job insecurity namely: Role conflict, Conflict role is results from individual Which face hope role different. Conflict occurs when someone fulfilling the demands

of one role can make it more difficult to fulfill another. In extreme cases, this may include a person who has expectations from two or more roles that differ in opinion and thinking. (Robbins & Judge, 2016) 2). Role Ambiguous. Role Ambiguous or lack of clarity of roles such as unclear tasks, authority, and responsibilities for work (Greenberg & Baron, 2017). 3). Change Organization. Organizational Change is an event that occurs that has the potential to provide change to individuals in the organization. Events such as merger one downsizing (downsizing), reorganization, technology new, and management changes (Greenhalg and Rosenblatt, 2010). 4). Locus control. A sense of confidence that someone has internally and externally that reminds them that the determinant of their future destiny is themselves. In internal conditions, usually everything that is contained within each individual. While for external, it is an event that occurs in each individual that is influenced by external factors. Locus of control is interpreted as one of the tools to measure one's own core so that it can be evaluated so that it can increase self-confidence (Robbins and Judge, 2016).

The concept of Job Insecurity according to Hellgren et al. (1999), De Witte et al. (2020) identified four dimensions, namely: 1). Work Content 2). Working Conditions 3). Employment conditions 4). Social Relationships

### **Component Job Insecurity**

Component Job Insecurity according to Greenhalgh And Rosenblatt (1984) namely: 1). Perception to importance factor work for employee 2). Possibility change negative on factor factor 3) Jobs) Importance job event negative 4). A person's skills to control changes in job factors. 5). Opportunities emergence job event Which negative.

### **Employee Engagement**

#### **1. Understanding Employee Engagement**

Cooke et al. (2018), explains that employee engagement is a sense of connectedness among employees in an organization. Furthermore, With Simon et a. (2021) to describe employee engagement as a positive, satisfying characteristic, full of enthusiasm when working, and providing dedication. Employee will feel enthusiastic to his job then it is an employee who has a sense of involvement.

Which meant Holistic Work Engagement is a state individual Which become a complete unity between physical, intellectual, emotional, and spiritual in working. Saputra (2021) and Rivaldi, et al (2024)

#### **2. Factor Employee Engagement**

Saputra (2021) in his study stated that holistic work engagement is influenced by various factors or antecedents which are grouped into five categories of antecedents based on a systematic literature review conducted by Bailey, Madden, Alfes, and Fletcher, namely: 1). Factors Psychological Individual. 2). Factors Which Related with Jobs. 3). Factors Leadership and Management 4) Factors Perception to Organization. 5). Factors Activity and Intervention Organizational.

#### **3. Dimensions Employee Engagement**

According to Adi (2018) and Markonah (2024) the dimensions of employee engagement referring to Schaufeli and Bakker's theory by defining employee engagement in one sentence, namely "a positive feeling, feeling fulfilled (fulfilling), work that is done in the best way that is characterized by vigour behavior (enthusiastic)" in place Work), dedication (dedicated) in place Work), And absorption (absorption of positive values in the workplace). If manifested, employee engagement itself is in terms of knowledge the realm of absorption, emotionally the realm of dedication, and physically the realm of vigour.

There is 7 dimensions Employee engagement according to Febriansyah (2020): 1). Energy Which consists of from physical and 2) psychic). Pride to institution 3). Intention For

still endure in company 3). Attitude proactive 4). Constructive criticism 5). Power hold 6). Promote institutions.

Based on the results of a study conducted by Saputra (2021), the holistic dimension of work engagement refers to the theory of Kahn, 1990; Saks, 2006; Schaufeli & Bakker, 2004; The Scaffold et al., 2002; M. B. Shuck & Wollard, 2008; Vance, 2006 reflected in four dimensions, namely: 1). Attached in a way physical (physically engaged) 2). Attached in a way intellectual (intellectually engaged) 3). Attached in a way emotional (emotionally engaged) 4). Attached in a way spiritual (spiritually engaged)

## **Job Performance**

### **1. Understanding Job Performance**

In the study of Yuniarti (2021) and Usmeila, et. al. (2024) job performance comes from the word actual performance or work performance, namely the actual achievement achieved by a person. Referring to the theory) Mangkunegara etymologically, performance comes from the word work performance (performance), performance from the word job performance or actual performance (work performance or actual achievement achieved by a person), namely results Work in a way quality And quantity Which achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Pradhan & Jenna (2016) define performance Work as performance Work individuals after exerting the necessary effort. Hendri, Sembiring & Ferine, Kiki, (2018) in their study mentioning performance is a function from motivation and ability for finish task or a person's job should have a certain level of ability.

Yuniarti (2021) to put forward Job performance that is A performance Which achieved by an individual or group based on their authority and responsibility in line with organizational goals efficiently and effectively.

In the study by Busayo (2022), the concept of job performance has been summarized in relation to the quality, efficiency and effectiveness of employees, namely performance as efficiency refers to the level of worker output and the ability to achieve tasks before deadlines. time. Effectiveness referring to on achievement objective worker whereas quality refers to worker errors and complaint rates. The index in this definition shows that Job Performance is closely related to industrial activities and how well those activities are carried out by employees.

### **2. Factor Job Performance**

The Mangkunegaran (2017) mention There is 2 factor Which influence performance namely: 1). Factors Ability, 2). Motivation Factor, 3). Ability (Ability) 4). Motivation (Motivation) 5). Effort what is done 6). Opportunity 7). Organization Support (Support Organization)

### **3. Characteristics Job Performance**

Silaen (2021) employee Which own performance tall have Some characteristics are: 1). Having commitment Which high 2). Brave take risk and not quite enough answer 3). Have objective Which clear 4). Have Standard Operational and own objective which must be realized 5). Feedback from all over operational Work Which done can utilized 6). Implementation work program

### **4. Dimensions Job Performance**

Silaen (2021) In his studies there is six indicator Job Performance that is: 1). Quality of Work 2). Quantity Work 3). Punctuality 4). Effectiveness 5). Commitment. There is 7 indicator Job performance in studies yuniarti (2021) that is: 1). Purpose, 2). Standard 3). Feed Back 3). Tools or Means 4). Competence 5). Motive 6). Opportunity.

## Turnover Intention

### 1. Understanding Turnover Intention

In Kartono (2017), turnover intention is the employee's desire to voluntarily resign from an organization or company or is considered as an employee movement to resign from the organization.

Type – Type Tunrover according to (Kasmir, 2016): 1). Dismissed 2). Stop Meanwhile, according to Furhasari (2016) , the turnover factor is influence The desire to change jobs ( Turnover Intention ) is as follows: 1). Individual Characteristics, which can influence turnover intention based on the characteristics of the individual in question such as age, education, marital status. 2). Environment Work, environment physique and social.environment physique such as job position conditions, as well as for social environments such as the culture of the work area and the quality of work life. 3). Job Satisfaction, satisfaction is one of the external factors that can affect workload. However, according to Nurfauzan et al (2017) the factors that can affect turnover intention include: 1). Environment work 2). Commitment organization from employees 3). Trust to organization 4). Job insecurity

### 2. Indicator Turnover Intention

Rivai (2014), and Zaky & Kusnadi (2024) state turnover intention own characteristics work namely: 1). Workload 2). Duration work 3). Support Social 4). Compensation. However, there are 3 turnover intention indicators recommended by Kartono (2017), including: 1). Intention to quit 2). Job Search Thinking of quit.

## Study Previous

Table 1. Research Previous

No.	Title Study	Researchers and Research Year	Variable	Results
1.	COVID-19: The effects of job insecurity on the job engagement and turnover intent of deluxe hotel employees and the moderating role of generational characteristics	Hyo Sung Jung, Yun Sik Jung, Hye Yun Yoon (2021)	- Job Insecurity - Job Engagement - Turnover Intention	Job insecurity Job Engagement Job Insecurity dan Job engagement berpengaruh negatif terhadap intention

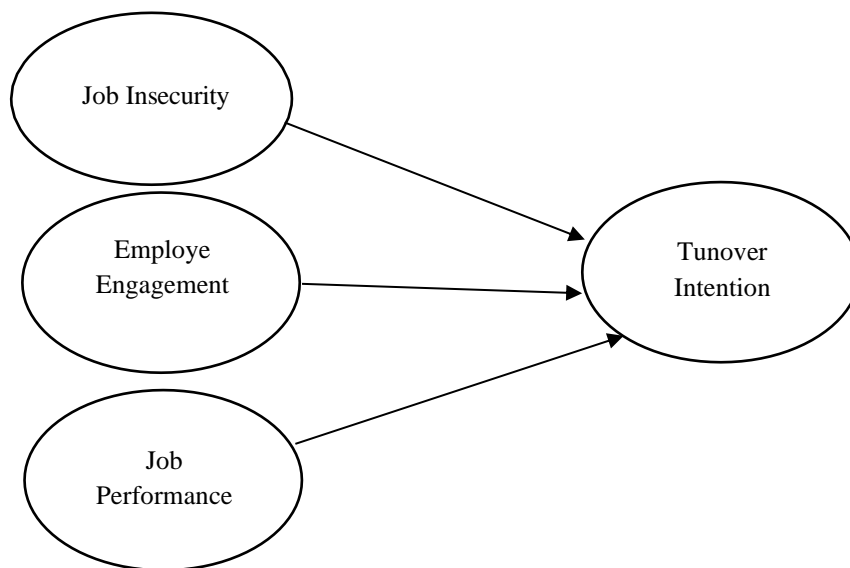
2.	Does turnover intention mediate the effects of job insecurity and co-worker support on social loafing?	Yilmaz Akgunduz Gamze Eryilmaz (2018)	<ul style="list-style-type: none"> <li>- Co-workers support</li> <li>- Job insecurity</li> <li>- Social loafing</li> <li>- Turnover intention</li> </ul>	<p>Co-Workers support berpengaruh negatif terhadap Turnover Intention</p> <p>Job Insecurity has a negative impact on Turnover Intention, Turnover Intention has an effect negative on Social Loafing</p> <p>Co-workers Support, Job insecurity, Social loafing, negative influence on Turnover Intention</p>
3.	Qualitative job insecurity and turnover intention the mediating role of basic psychological needs in public and private sectors	Ieva Urbanaviciute and Jurgita Lazauskaite-Zabielske Tinne Vander Elst Hans With White (2018)	<ul style="list-style-type: none"> <li>- Job insecurity</li> <li>- Turnover intention,</li> <li>- Self-determination theory</li> <li>- Basic psychological needs</li> </ul>	<p>Job Insecurity is not positively qualitatively related directly and positive related to Turnover Intention</p> <p>Self-determination theory Connection indirect between Job insecurity Qualitative and Turnover Intention through basic psychological Needs</p>
4.	Influence of Employee Engagement, Quality of Work Life And Job Insecurity Towards Turnover Intention	Michela Sabrina Tambunan Bernhard Tewel Lucky OH Dotulong (2020)	<ul style="list-style-type: none"> <li>- Employee Engagement</li> <li>- Quality of Work Life</li> <li>- Job Insecurity</li> <li>- Turnover Intention</li> </ul>	<p>Employee Engagement does not have a significant negative effect on Turnover Intention, Quality of Work Life and Job Insecurity have an influence positive and significant to Turnover Intention. Employee Engagement, Quality of Work</p>
6.	The Influence of Employee Engagement on Job Satisfaction and Turnover Intention Nurses (Study at Wava Husada Hospital, Kepanjen, Malang)	Lutfi Rachman Aryo 2016	<ul style="list-style-type: none"> <li>employee engagement, job satisfaction,</li> <li>turnover intention</li> </ul>	<p>Employee engagement has a significant influence on job satisfaction And turnover intention</p> <p>job satisfaction has an effect significant to turn over intention</p>

7.	Employees' Turnover Intention and Job Performance of Hotel Industry in Lagos State Nigeria	Hello Mercy Busayo Yekinni Eyes	Employees' turnover intention, Job performance, Hotel industry, Lagos state. PLS- SEM.	The existence of connection significant between employee turnover intention and Job performance in industry
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Source: Processed by Writer

**Research Framework**

**Figure 2. Research Framework**



Source data: Processed by Writer

**Hypothesis:**

Based on the literature study and theoretical review explained above, the research hypothesis is as follows:

**1. Influence between Job Insecurity with Turnover intention**

Ashford et al. (1989) reported that Job Insecurity in employees increases the willingness to look for new jobs. This opinion comes from from study previously that is study Which done Arnold and Feldman (1982) argued that job insecurity is a potential cause of increased employee turnover intention.

In a study conducted by Jung in 2021 that job insecurity has a negative effect on job engagement and turnover intention. The study was conducted to prove the research conducted by Jeong (2017) who argued that job insecurity has a significant effect on turnover intention that the more employees feel insecure for maintain work they moment This, the more they will think about leaving the organization. In the following year Urbanaviciute et al. (2018) do study that job insecurity influence turnover intention by preventing employees from fulfilling their basic needs. Based on previous research, the hypothesis used in this study:

**H1:** Job Insecurity influential Positive to Turnover Intention

**2. Influence between Job Engagement with Turnover Intention**

From several studies that have been conducted by Jones and Harter, 2005; Rafiq et al., 2019; Shin and Jeong, (2019) found that job engagement Which tall induce turnover intention that more low that matter in cause Because turnover intention is variable psychological the most influential in reducing employee turnover.

Lu et al. (2016) stated that employee engagement can increase personal satisfaction and thus reduce turnover intention, even under various difficulties. Babakus et al. (2017) also found that job engagement at the personal level has a negative relationship with turnover intention. Therefore, the proposed hypothesis is:

**H2:** Job Engagement in a way negative influence turnover intention.

### **3. Influence between Job Performance with Turnover Intention**

Researchers have difficulty finding research on job performance influencing turnover intention. Several studies have found the opposite, such as the opinion Eder & Eisenberger (2008) Which state whatever reason employees to want to leave the organization will have consequences for job performance. Jesica et al. (2017) stated that if the turnover intention rate in a company is high, it will cause a decrease in job performance because if good job performance in a company can be damaged, either directly or indirectly, by various employee behaviors. However, there is a new study conducted by Busayo (2022) in find that connection between turnover intention employee and job performance is statistically significant.

**H3:** Job performance has a positive effect on turnover intention.

## **METHOD**

### **Design Study**

On study This writer choose method quantitative. According to Sugiyono (2021) Quantitative research methods can be understood as research methods based on positivist philosophy, used to test a group of people or a particular sample, using research instruments to collect data, data analysis is quantitative statistics, and the aim is to test the assumptions that has set. Type study Which used that is associative which has connection clause. Study associative according to Sugiono (2021) which mean a formulation problem study Which nature ask a relationship between two or more variables. While a causal relationship is a relationship that is cause and effect. In a causal relationship there are independent variables (variables that influence) and dependent (influenced),

According to Sugiyono (2021) variable independent called as stimulus variable, predictor, antecedent in Language Indonesia often called independent variables are variables that influence or cause changes or the emergence of dependent variables (bound). While dependent variables are often referred to as output variables, criteria, consequences or bound variables which are variables that are influenced or become the result, due to the existence of independent variables.

### **Unit of Analysis**

Respondents in the individual analysis unit according to this study are Non-Civil Servant Government Employees or PPNPN District Courts in the Southeast Sulawesi region including; Wangi Wangi District Court, Baubau District Court, Andolo District Court, Unaaha District Court, Raha District Court, Lasusua District Court, Kendari District Court, Kolaka State, Court the Land of Pasarwajo

### **Operational Variable**

In this study, the author used three independent variables and one dependent variable. The independent variables consist of Job insecurity (X1), Employee Engagement (X2), and Job Performance (X3). While the dependent variable is Turnover Intention (Y).

The following is an explanation of the operational research variables.

**Table 2. Operational Variables**

<b>Variables</b>	<b>Draft Variables</b>	<b>Dimensions</b>	<b>Indicator</b>	<b>Scale</b>
<i>Job Insecurity (X1)</i>	Job insecurity: employee assessment of a situation in which employees feel threatened, tense, anxious, worried, stressed, and feeling uncertain in relation to the nature and existence of future work. k creates a feeling of helplessness, Meliyandrie (2021).	1. <i>Social Relationship</i> 2. <i>Employment conditions</i> 3. <i>Working Conditions</i> 4. <i>Work Content</i>  With Witte et al. (2020)	1. Employment Status 2. Work environment 3. Job Promotion 4. Ascension Wages 5. Rolling/ Termination of employment 6. Burden Work 7. Inability role clarification in the organization 8. Interest in work	Likert 1-5 The Greatest Showman (2021)
<i>Employee Engagement (X2)</i>	Employee engagement as a positive, satisfying, fulfilling characteristic with spirit while working, and giving dedication. Employees who involved in feel enthusiastic about his job With Simon et al. (2021)	Saputra (2021) 1. <i>Physically engaged</i> 2. <i>Intellectually engaged</i> 3. <i>Emotionally engaged</i> 4. <i>Spiritually engaged</i>	1. Feel Fit to do the job 2. Strong to do the job more from other people 3. Body getting healthier doing work 4. Jobs that encourage skills think 5. Work adds to thinking creative 6. Concentration on the job 7. Feeling proud of work 8. Feel difficult to change jobs 9. Feeling happy t a lot of work 10. Find purpose of life 11. Work is a calling of life 12. Useful work for others 13. Feeling the presence of God through work	Likert Scale 1-5

<i>Job Performance (X3)</i>	<i>Job Performance is closely related to industrial activity and how well the activities are carried out by employees.</i> Busayo (2020)	<ol style="list-style-type: none"> <li>1. Quality of Work</li> <li>2. Quantity of Work</li> <li>3. Punctuality</li> <li>4. Effectiveness</li> <li>5. Commitment</li> <li>6. Independence</li> </ol> Silaen (2021)	<ol style="list-style-type: none"> <li>1. Quality Work</li> <li>2. Quantity Work</li> <li>3. Royal</li> <li>4. Ability to exceed standard</li> <li>5. Focus on work</li> <li>6. Discipline</li> <li>7. Have Integrity</li> <li>8. Work over standard</li> <li>9. Efficiency Time</li> <li>10. Commitment</li> <li>11. Effective at work</li> <li>12. Professional</li> <li>13. Independent</li> </ol>
Turnover Intention	Gayatri et al 2020, stated that the desire to change jobs (turnover intention) is employee tendencies or intentions to stop working from his job volunteer or move from one place Work to another workplace according to their own choice.	Carton (2017) <ol style="list-style-type: none"> <li>1. <i>Intention to quit</i></li> <li>2. <i>Job Search</i></li> <li>3. <i>Thinking of quit</i></li> </ol>	<ol style="list-style-type: none"> <li>1. The desire to get out from work</li> <li>2. Feeling like you have no future</li> <li>3. Considering moving to another job</li> <li>4. Thinking about working at an agency other very interesting</li> <li>5. Feel like working in a company unfavorable</li> <li>6. Want to get a better job</li> <li>7. Look for job vacancy</li> <li>8. Committed to seeking work other</li> <li>9. Work in this company accompanied by looking for another job</li> <li>10. Look for a job that suits your character</li> <li>11. will leave a job if you have already got another job</li> <li>12. Intend go out from work because the work is very hard</li> <li>13. Feeling like leaving the organization because of the job it is not in accordance with</li> <li>14. Flavor want to leave this job if the company does not promote him/her</li> <li>15. Intend go out if the desire is not fulfilled obeyed</li> </ol>

Source: Developed based on study previous

### Population and Sample

According to Sugiyono (2021), population is all the elements that will be used as a region. generalization. Element population is overall subject Which will be measured, which is the unit being studied. The population in this study were Non-Civil Servant Government Employees or PPNPN at the District Court in the Southeast Sulawesi region as many as 68 people.

Sample according to Sugiono (2021) is part from amount and the characteristics possessed by the population. Sampling in this study used the Non-Probability Sampling technique by taking sampling fed up that is, the entire population is used as a sample. This is because the population is less than 100 people, so the number of samples taken is the whole. The number of samples in this study that is in accordance with the guidelines above is the entire population, namely 68 person PPNPN on Court Country in region Sulawesi Southeast.

### Type and Source Data

Type data Which taken in study This is data primary the source the data obtained from a number of Court Country Sulawesi Southeast. The type of data chosen by the author in this study is data that according to Sugiyono (2014) that is data patterned Which collected with using a questionnaire.

### Method Collection Data

Researchers use quantitative data collection techniques, namely quantitative research data collection techniques can be carried out by means of interviews, observations, and questionnaires or surveys, Sugiyono (2012). Researchers take the data collection method data questionnaire or questionnaire in a way on line Because location Research spread across the archipelago. Filling questionnaire on study This with method members sign (x) on one of the alternative answers. In this study, the questionnaire has the following measurement scale:

**Table 3. Score Scale Likert**

Statement	Score
Very No Agree (STS)	1
No Agree (TS)	2
Enough Agree (CS)	3
Agree (S)	4
Very Agree (SS)	5

Source: Sugiyono (2021)

The statements in the questionnaire that have been filled out use a Likert scale with categories in the form of numbers then grouped into calculation intervals. Grouping values with weights using the formula as following:

$$\text{Interval} = \frac{\text{Skor Tertinggi} - \text{Skor Terendah}}{\text{Jumlah Kelas}}$$

Classification class in scale likert, that is:

$$\text{Mark Highest} = 68 \times 5 = 340$$

$$\text{Mark Lowest} = 68 \times 1 = 68$$

The number of classes in this study was 5, the distance between each class was mark highest reduced with mark lowest shared with amount class. So the scale range is:

$$\text{Interval} = 285 - 57 / 5 = 54$$

Once the interval is known, the respondents' assessments can be grouped in the following table:

**Table 4. Assessment Interval**

Weight	Assessment
344 – 412	Very Good
275 – 343	Good
206 – 274	Not enough Good
137 – 205	No Good
68 – 136	Very No Good

The questionnaire data that has been filled out using a Likert scale with categories in the form of numbers, the results will then be processed using the Statistical Package for the Social Science (SPSS) program to obtain the results. problem Which There is in study, process data, and assist decision making in research

**Testing Validity and Reliability Instrument**

**Validity Testing**

Validity Test is the extent to which the measuring instrument is accurate and precise in carrying out its measuring function, Sugiyono (2021). Data can be said to be valid that the instrument can be used to measure what it should measured. Sugiyono (2021) explain that Instrument Which Valid must have internal and external validity. Instruments that have validity internal or rational, when criteria Which There is in instrument rationally (theoretically) has reflect What is measured. Size the relationship between statement items, generally reflects the correlation of answers between statements. Statements that have a low correlation with other question items are stated as invalid questions. So this can be taken as a basis for the following decisions: a). If r results positive, as well as r results > r table, so data the valid. b). If r results No positive, And r results < r table, so data the No valid. c). r table Which used in study This is 0.256 (N=57) In the research This mark r table as big as 0.2609 from results mark df=N-2, df=57-2=55, and level significance 5%. As for results calculation test validity for each variable, namely as follows:

$$r_{hitung} = \frac{N\sum XY - (\sum X)(\sum Y)}{\sqrt{[N\sum X^2 - (\sum X)^2][N\sum Y^2 - (\sum Y)^2]}}$$

Where:

- r = Correlation Coefficient
- n = Number of Respondents
- ∑X = Number of item scores
- ∑Y = Total score (all items)

From the results of the analysis, the correlation value (r count) will be obtained. If r count is greater than r table, then the instrument (question) is valid. And vice versa. Results Test Validity Variables *Job Insecurity* (X1), Test Validity Employee Engagement (X2), Test Validity *Job Performance* (X3) and Test Validity *Turnover Intention* (Y) that all statements are declared valid because the calculated r value > t or calculated r > 0.261.

**Reliability Test**

According to Sugiyono (2018), reliability is related to the degree of consistency and stability of data or findings. In a positivistic (quantitative) view, data is declared reliable if two or more researchers in object Which The same produce data Which The same, or researcher The same at different times produce the same data, or a group of data when divided into two shows data that is not different. Reliability testing using the Cronbach's Alpha test is carried out for

instruments that have more than 1 correct answer, such as instruments in the form of essays, questionnaires, or questionnaires. The following are the results of the reliability calculation of 57 respondents.

**Table 5.** Results Test Reliability

Variables	Cronbach's Alpha	r table	Information
Job Insecurity	0.741	0.261	Reliable
Emplpyoe Engagement	0.963	0.261	Reliable
Job Performance	0.958	0.261	Reliable
Turnover Intention	0.928	0.261	Reliable

Source: Processed by Researcher (2023)

Based on data that is in the table in on, can it can be seen that all research variables have a higher alpha value than the r table. So the researcher can conclude that the results of this instrument have a high level of reliability, or it can be said that the results of this instrument can be trusted.

## RESULTS AND DISCUSSION

### Description Object Study

#### Agency Profile

In accordance with Invite Constitution Republic Indonesia Number 2 years 1986 About Justice General that Court the State is a First Instance Court to examine, decide and resolve criminal and civil cases for people seeking justice in general, except for laws. determine otherwise. There is 9 Court The countries in the Southeast Sulawesi Region under the auspices of the Southeast Sulawesi High Court are:

**Table 6 List Court**

No.	Name Court	Location	Area Law/ Region Work	Class
1.	Court Country Kendari	Kendari	City Kendari	HE
2.	Court Country Baubau	Baubau	City Baubau	IB
3.	Court Country Kolaka	Kolaka	Regency Kolaka Regency Kolaka East	IB
4.	Court Country Raha	Raha	Regency Muna Regency Muna West Regency Buton North	II
5.	Court Country Oh no	Oh no	Regency Konawe Regency Konawe North Regency Konawe Archipelago	II
6.	Court Country Andolo	Andolo	Regency Konawe South	II
7.	Pasarwajo District Court	Market	Regency Buton Regency Buton South	II

		Regency Buton Middle		
		Regency Bombana		
8	Court Country The Lazy	The Lazy	Regency Kolaka North	II
9.	Court Country Fragrant	Fragrant fragrant	Regency Wakatobi	II

Source: <https://www.pt-sultra.go.id>

Court First in Sulawesi Landmark is Court Country Smell smell. During the Dutch East Indies era, a customary court/swaraja (Zelfbestuursrechtspraak) was formed Which dedicated for group Earth Son and around that year the Court in Buton Regency was the Customary Court.

With existence Constitution Emergency Number 1 Year 1951 which was implemented in 1952, the Customary Courts were abolished and replaced by The Courts Country, Where Court Custom Buton entered the State of East Indonesia which was based in Makassar. From 1957 to early 1976, the jurisdiction of the Baubau District Court was Buton Regency, Muna Regency and around Southeast Sulawesi which has now been upgraded to the Southeast Sulawesi Province. In its development then the Baubau District Court is divided into several courts: 1). Court Country Kendari formed on year 1962 2). Court Country Raha formed on year 1973 3). Court Country Kolaka formed on year 1974 4). Court Country Oh no formed on year 2004 5). Court Country Market formed on year 2011 6). Court Country Andolo formed on year 2012 7). Court Country the Lazy formed on year 2018 8). Court Country Fragrant fragrant formed on year 2018

Task and Function Court The state is a judicial institution under The Supreme Court of the Republic of Indonesia as an independent institution implementing judicial power to administer justice to uphold the law And Justice. Court Country as court at the first level which is tasked and authorized to receive, examine, decide and resolve cases at the first level, both Criminal Cases and Civil Cases. The function of the District Court as a first-level Court under the Supreme Court of the Republic of Indonesia is to carry out these main tasks. In detail, the function of the Court State, can be described as follows: 1). Judicial power function, 2). Administrative function, 3). Management function of state property/wealth, 4). Judicial function Supervision internal, 5). Function of delivering evaluation report results, 6). Coaching function,

Vision and Mission the District Court has a vision and mission which is in line with The vision and mission of the Supreme Court of the Republic of Indonesia is: "The realization of a Supreme District Court". mission Court Country: 1). Maintain Independence Court Country; 2). Providing Service Law Which justice; 3). Increase credibility and transparency in the District Court; 4). Increase quality leadership in Court Country;

Mark the Supreme Court Organization is an attitude and behavior that must be possessed and implemented by all members of the judiciary in carrying out their respective duties and functions, the values in question are: 1). Independence 2). Integrity 3). Honesty 4). Accountability 5). Responsibility 6). Openness 7). Impartiality 8). Treatment Which Same In Front Law.

**Data analysis**

Writer describe variable study based on data obtained from 68 PPNPN respondents at the Southeast Sulawesi Regional District Court. The questionnaire was processed using IBM SPSS 26 with a numeric scale of 1 to 5 For every statement. Score highest is 5 And lowest is 1

**Profile Respondents  
Type Sex**

**Table 7. Identity Respondents based on type sex**  
**Type Sex**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man - Man	52	76.5	76.5	76.5
	Woman	16	23.5	23.5	100.0
	Total	68	100.0	100.0	

Source: Results Exercise IBM SPSS Statistics 26

Based on table 7. can seen that as much as 68 respondents, the majority of respondents were male with a total of 52 respondents (76.5%), while the remaining 16 respondents (23.5%) were female.

**Age**

Writer divide 3 (three) categories based on the age range of respondents, namely age < 25 years, 25 – 35 years old, > 35 year. As for results data analysis using IBM SPSS Statistics Version 26 for respondent identity based on age respondents, that is as following:

**Table 8. Identity Respondents Based on Age**  
**Age**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 Year	3	4.4	4.4	4.4
	25 - 35 Year	39	57.4	57.4	61.8
	> 35 year	26	38.2	38.2	100.0
	Total	68	100.0	100.0	

Source: Results exercise IBM SPSS Statistics 26

Based on table 8, it can be seen that of the 68 respondents who were used as samples in study This majority Respondent aged 25-30 year with amount as much as 39 Respondent (57.4%). Temporary the rest, age >35 year amount to 22 Respondent (32.4%), age >26 year amount to 3 respondents (4.4%).

**Education Final**

Based on the respondents' last education, the author divides them into: into 3 (three) categories, namely SMA, D1-D3, and S1-S2. The results of data analysis using IBM SPSS Statistics Version 26 for identity Respondent based on education final respondents, namely as follows:

**Table 9. Identity Respondents Based on Education Final**  
**Education Final**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SENIOR HIGH SCHOOL	14	20.6	20.6	20.6
	D1 - D3	7	10.3	10.3	30.9
	S1 - S2	47	69.1	69.1	100.0

Total	68	100.0	100.0
-------	----	-------	-------

Source: Results exercise IBM SPSS Statistics 26

From table 9, it can be seen that of the 68 respondents sampled in this study, the majority of respondents' last education was S1-S2 with a total of 47 respondents (69.1%). While the rest, For SENIOR HIGH SCHOOL amount to 14 Respondent (30.6.1%), D1-D3 totaling 7 respondents (10.3%).

**Time Work**

Researchers divide into 3 (three) categories in determining the length of service, namely < 5 years, 5-10 years, > 10 years. The results of data analysis using IBM SPSS Statistics Version 26, for respondent identity based on time Work respondents, that is as following:

**Table 10. Identity Respondents Based on Time Work Length of work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<5Th	27	39.7	39.7	39.7
	>10Th	17	25.0	25.0	64.7
	5 - 10 Th	24	35.3	35.3	100.0
	Total	68	100.0	100.0	

Source: Results exercise IBM SPSS Statistics 26

From table 10 it can be seen that of the 68 respondents who were sampled in this study, the majority of respondents had a long working period. for <5 years as many as 27 respondents (39.7%). While the rest, for 5-10 year amount to 27 Respondent (39.7%), >10 year amount to 17 respondents (39.7%)

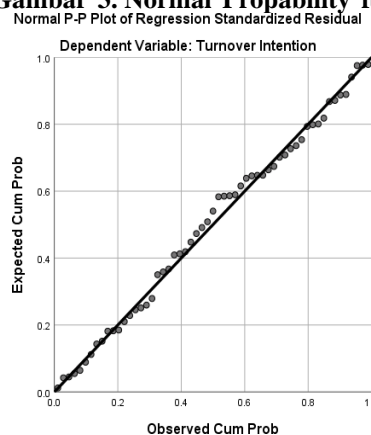
**Interpretation Results**

**Test Classical Assumptions**

**Normality Test**

Test normality on study use analysis chart detected by looking at the distribution of data (points) on the diagonal connection of the graph or histogram from residual. Results test normality with analysis P-Plot can be seen in the image below.

**Gambar 3. Normal Propability full**



Source: Date processed by SPSS 26 (2023)

Figure 3 shows that the points follow and spread in around line diagonal and follow direction line diagonal so it can be concluded that the regression model meets the normality assumption.

**Autocorrelation Test**

The autocorrelation test conducted in this study aims to determine whether in a linear regression model there is a correlation between the disturbance errors. on period t with error on period t-1 (previously). The method that used in study This is method test Durbin-Watson. The testing criteria carried out are: 1). If  $d < dL$  or  $d > 4-dL$ , so hypothesis zero rejected, It means there is autocorrelation. 2). If  $dU < d < 4-dU$ , so hypothesis zero accepted, It means No there is autocorrelation. 3). If  $dL < d < dU$  or  $4-dU < d < 4-dL$ , It means No There is conclusion.The results of the autocorrelation test in the study are presented in the following table:

**Table 11. Autocorrelation Test Results Model Summary <sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.617 <sup>a</sup>	.380	.340	6,672	1,835

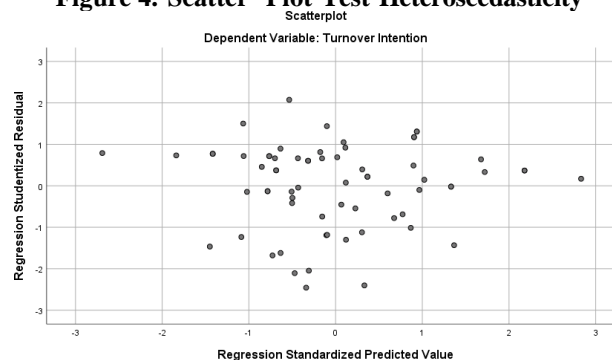
Source: Data processed with SPSS IBM 36 (2023)

Based on Table 11, show that the magnitude mark DW as big as 1,835 in number Respondent n=68 with three variable (k'3). On Table DW shows that the dL value is 1.7001 and the dU value is 1.5164. So that the formula  $dU < d < 4-dU$  can be selected, namely  $1.516 < 1.835 > 2.484$  (4-dU), then it can be concluded that there is no autocorrelation.

**Heteroscedasticity Test**

In conducting the heteroscedasticity test in this study, with see chart scatter plot between mark prediction variable bound (ZPRED) and mark the residual (SRESID). If dot, dot, dot to form pattern certain which is regular like a large wave that widens, then narrows, then heteroscedasticity has occurred. If dot, dot, dot spread on And in lower number 0 on the Y axis without forming a particular pattern, then heteroscedasticity does not occur. Results test heteroscedasticity can seen on picture in lower This

**Figure 4. Scatter Plot Test Heteroscedasticity**



Source: Data processed use SPSS

Based on the Scatter Plot image above, it can be seen that the data points are spread above and below or around the number 0. The points do not gather only above or below and the distribution of the data points does not form a wide wavy pattern. Then narrow return. So that can concluded that data does not experience heteroscedasticity.

**Multicollinearity Test**

The multicollinearity test in this study uses *the Variance Inflatin Factor* (VIF) and

Tolerance value with the following decision-making criteria: a). Data does not have multicollinearity problems, if the VIP value <10 and the tolerance value >0.1 or b). Data has multicollinearity problems, if the VIP value >10 and the tolerance value <0.1. Results test multicollinearity on study served on table following.

**Tabel 12. Uji Multikolonieritas Coefficientsa**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	36.592	5.626		6.505	.000		
	Job Insecurity	.483	.205	.295	2.358	.021	.775	1.291
	Employee Engagement	-.246	.132	-.348	-1.855	.068	.344	2.908
	Job Performance	.365	.160	.461	2.285	.026	.298	3.356

a. Dependent Variables: Turnover Intention

Source: Data Processed with SPSS IBM 26

Test results multicollinearity in table 12. shows that the VIF value at The 3 independent variables Job Insecurity, Employee Engagement and Job Performance have values less than 10. In this study, the tolerance value obtained was not less than 0.1, so it was concluded that the variables in this study did not experience multicollinearity problems.

**Analysis Regression Multiple Linear**

In order to know the relationship between the independent variables, namely jobs insecurity, employee engagement And job performance to the dependent variable is the turnover intention of PPNPN at the District Court in region Southeast Sulawesi, the author conducted a multiple linear regression test with level of 5% or 0.05 and perform data processing through SPSS with data as follows:

**Table. 13 Regression Linear Multiple**

		B	Std. Error	Beta	t	Sig.
1	(Constant)	36,592	5,626		6,505	.000
	Job Insecurity	.483	.205	.295	2.358	.021
	Employee Engagement	-.246	.132	-.348	-1.855	.068
	Job Performance	.365	.160	.461	2.285	.026

a. Dependent Variables: Turnover Intention

Data: Processed use SPSS IBM 26 (2023)

Based on table 13, based on the results of the calculations in the table above, the multiple regression test model can be formulated as follows: then the equation model for the regression equation can be formulated as follows:  $Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$

$$Y = 36,592 + 0.483X_1 + (0.246) X_2 + 0.365X_3$$

Results from calculation on explain as as follows: 1). The constant value a is 36.592 which means the job insecurity variable, Employee engagement and turnover intention did not

change namely with a value of zero, then the turnover intention at the District Court in region Southeast Sulawesi has a value of 36.592. 2). Coefficient regression variable job insecurity own mark positive of 0.381, meaning that if the job insecurity variable increases by 1% so variable tuneover intention will experience increase as big as 0.381 3). The employee engagement variable has a negative regression coefficient. with a value of 0.483, meaning that if employee engagement increases by 1% then tuneover intention will experience decline as big as 0.483 4). The regression coefficient value on the job performance variable shows the direction significant positive of 2.246, meaning that if the job performance variable experience increase so tuneover intention will go on as big as 0.246

**Hypothesis Testing**

**Test F (Capital Eligibility Test)**

This study uses the F statistic value to prove whether together all the independent variables, namely *Job Insecurity*, *Employee Engagement* and *Job Performance* have an influence on the Turnover Intention decision to accept or reject the hypothesis as follows:

Table 14. Results Test F Simultan

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1005.860	3	335.287	6.193	.001 <sup>b</sup>
	Residual	3465.125	64	54.143		
	Total	4470.985	67			

a. Dependent Variable: Turnover Intention

b. Predictors: (Constant), Job Performance, Job Insecurity, Employee Engagement

Sumber: Diolah menggunakan SPSS IBM 26 (2023)

Based on table 14, it is known that *the sig.* F (Statistic) value is 0.001 more small from level significance 0.05 so that can concluded that model used in this study is suitable for use in predicting independent variables against dependent variables.

**T Test**

t-test has the aim of finding out how influential a variable is independent in a way individual to variable dependent. Has It is known that the t table value is 1669 and the level of significance used in this study is 0.05 ( $\alpha = 5\%$ ). Acceptance and rejection of the hypothesis will be carried out with the following criteria: a). If mark  $sig \leq \alpha$  (0.05) And  $Thitung > Ttable$ , so hypothesis accepted. b). If the sig value  $\geq \alpha$  (0.05) and  $Tcount < Ttable$ , then the hypothesis is rejected. Calculation value data done use SPSS can in Look on the following table:

**Tabel 15. Uji T Parsial**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.592	5.626		6.505	.000
	Job Insecurity	.483	.205	.295	2.358	.021
	Employee Engagement	-.246	.132	-.348	-1.855	.068
	Job Performance	.365	.160	.461	2.285	.026

a. Dependent Variable: Turnover Intention

Source: Processed use SPSS IBM 26

Results processing data Which displayed on table in on namely: 1). H1 = It is suspected that Job Insecurity has a significant effect on Turnover Intention. The results of the study in table 4.41 show the sig. value of the variable Job Insecurity <critical probability value ( $\alpha = 5\%$ ) of 0.02 <0.05, so Job Insecurity has an effect on Turnover Intention. The regression coefficient of 0.484 shows a positive direction, meaning that Job Insecurity has a significant effect on Turnover Intention. Based on the test results, the first hypothesis can be accepted. 2). H2 = It is suspected that Employee Engagement is not partially significant on Turnover Intention. The results of the study in table 4.42 show the sig. value of the variable turnover intention < mark probability critical ( $\alpha = 5\%$ ) of 0.08 > 0.05 so that Employee Engagement has no effect on turnover Intention. Coefficient regression as big as -0.348 show direction negative means that Employee Engagement does not have a significant effect on Turnover Intention. Based on results testing, so hypothesis both can be rejected. 3). H3 = It is suspected that Job Performance has a significant effect on Turnover Intention. The results of the study in table 4.42 show the sig. value of the price variable <critical probability value ( $\alpha = 5\%$ ) of 0.02> 0.05, so that Job Performance influential in a way positive to tuneover Intention. The regression coefficient of 0.365 shows a positive direction, meaning that Job Performance has a significant effect on Turnover Intention. Based on results testing, so hypothesis third can accepted.

**Coefficient Determination (R<sup>2</sup>)**

The coefficient of determination test is carried out to measure how strong the relationship between variables is. independent that is job insecurity, employee engagement And job performance on the dependent variable, namely turnover intention. The following are the results of SPSS processing:

**Table 16. Results Test Coefficient Determination (R<sup>2</sup>)  
Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.474 <sup>a</sup>	.225	.189	7.358

a. Predictors: (Constant), Job Performance, Job Insecurity, Employee Engagement  
Sumber: Data diolah menggunakan SPSS 26 (2023)

In table 16 the test results show an R square of 0.189 or order to 18.9% indicates that the variables job insecurity, employee Engagement and Job Performance influence turnover intention by 19% the rest as much as 81% in influence by variable in study other.

**Discussion Results Study**

After conducting research on each independent variable, namely Job Insecurity, Employee Engagement and Job Performance against variable bound, namely Turnover Intention at the PPNPN Court in the Southeast Sulawesi region, then discussion results his research is as following:

**Influence Job Insecurity to Turnover Intention**

The results of the research that has been conducted show a sig. value of Job Insecurity <probability value critical ( $\alpha = 5\%$ ) as big as 0.00 <0.05, so that Job Insecurity has a positive effect against turnover intention at PPNPN Court Country region Sulawesi Southeast. Based on research the The first hypothesis proposed by the author can be accepted. The *job insecurity regression coefficient* shows a positive sign. So this study shows that job insecurity has a positive relationship with turnover intention at the PPNPN of the District Court in the Southeast Sulawesi region. The higher the PPNPN The District Court in the Southeast Sulawesi region feels *job insecurity*, so the turnover intention at the District Court in the Southeast Sulawesi region will be...

increasing. In De Witte's research (2018) stated that job insecurity is the fear of employees in losing their jobs in other words becoming unemployed. Job insecurity can have a negative impact on the psychological and physiological health of employees.

Study Which has done writer in line with study previously carried out by De Witte et al (2018) where *job insecurity* has a positive influence to *tuneover intention*. Results study the to explain *that job insecurity* increases among employees because employees know that they will lost work, so that increase turnover intention. De Witte et al in his research suggested that companies should make efforts to reduce *job insecurity* in employees to prevent the loss of very good employees. The next 2-year study which done by Sabrina (2020) to explain matter Which The same Where in a way partial job insecurity influential positive and significant to tuneover intention. The higher *the job insecurity* felt by employees, the more tension they will feel, feel nervous, worry and stress Which improve thinking want to leave the company. However, research conducted by Jung (2020) in the same year showed different results where job insecurity had no effect direct and significant to tuneover intention.

### **Employee Engagement matters on Turnover Intention**

In a study conducted by Jung et al (2020) it was stated that One of the successes of an organization is employees who are actively involved in their work or have a high sense of employee engagement with enthusiasm. will reduce the sense of turnover intention in employees so that employees find it difficult to leave the organization. This study is in line with a study conducted by Jung (2020) where Employee Engagement has a negative relationship with turnover intention. The previous year's study conducted by Shathanam (2019) that employee engagement showed a negative relationship with turnover intention so that organizations must take the initiative so that employees have a high sense of engagement by holding programs such as health and fitness programs, recreational facilities, decent working conditions that increase employee engagement.

### **Job Performance influential to Turnover Intention**

Research conducted by Busayo (2022) shows that there is a significant relationship between job performance and turnover intention, where in the study the company experienced a decline in productivity and subsequently lost a number of employee Which very experienced.

## **CONCLUSION**

Based on the results of the research that has been conducted, the following conclusions can be drawn: 1). Job Insecurity felt by PPNPN at the District Court in the Southeast Sulawesi area has a positive effect on turnover intention where PPNPN is worried that if PP Number 49 of 2018 concerning PPPK management is implemented, it means that they will lose their jobs or change their worker status to outsourcing. 2). Employee Engagement influential negative in a way No significant, where if PPNPN in area Sulawesi southeast own engaged Which tall so they will never think about leaving (turnover intention). This is in accordance with condition environment on area Sulawesi Where civil servant is the most respected job so that even though it has honorary status. 3). Job Performance has a significant positive effect. PPNPN in Court Country Area Sulawesi Deadline own Job Performance Which well, especially if there is a PPPK proposal request. The greater the sense of turnover intention, the higher the PPNPN Job Performance because it is triggered because PPNPN is afraid of losing their jobs.

### **Recommendation**

Based on the conclusions that have been presented above, it is recommended that the District Court, especially in the Sulawesi area, Southeast, namely: 1). Related to Job Insecurity in the statement "I am worried if I am laid off or in replace by outsourcing".

Party personnel it is recommended to give understanding And clarity level career for PPNPN in District Court of Southeast Sulawesi area. 2). Related with Employee engagement, For increase Engaged on PPNPN given reward so that more excited in Work, given training and guidance so that Can by test PPPK and CPNS, 3). Job Performance on PPNPN in area Sulawesi Southeast Enough tall has a positive effect, the more employees feel like leaving their jobs, the better their performance. Because PPNPN Still hope No in replace by outsourcing.

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