

The Influence Of Job Insecurity And Job Stress On Quitting Intentions, With Early Retirement As A Moderating Variable

Beby Asdilvira^{1*}, Paham Ginting², Elisabeth Siahaan³

^{1,2,3} Magister Ilmu Manajemen Fakultas Ekonomi dan Bisnis Universitas Sumatra Utara
Medan, Indonesia

*Corresponding Author:

Email: asdilvirabebi489@gmail.com

Abstract.

Intention to cease working is a condition that causes workers to willingly or involuntarily quit their occupations. Job instability is one of the variables that contribute to the desire to cease working. Additionally, job stress is a factor that contributes to the desire to cease working. The goal of this research was to examine the relationship between job instability and work stress and the desire to retire early. This study's demographic and sample consisted of 58 Xyz Aviation Medan Branch workers. Using descriptive analysis and moderated regression analysis, the data were evaluated (MRA). The findings revealed that job uncertainty and work stress had a positive and statistically significant influence on the desire to cease working. In addition, early retirement might amplify the impact of job uncertainty and stress on the decision to cease working.

Keywords: Job Insecurity, job stress, quitting intentions and early retirement.

I. INTRODUCTION

The World Health Organization (WHO) has designated Corona Virus Disease 2019 (Covid-19) to be a pandemic, and it has swiftly spread over numerous nations, including Indonesia. The Covid epidemic has affected the economy as a whole, especially the aviation sector. Due of the Covid Pandemic, the Indonesian government has instituted a policy prohibiting local and foreign travel. This decreased the amount of passengers at several of the existing main airports, which had a substantial effect on Xyz Aviation [9]. In 2020, the Main Director of Xyz Aviation released rules that included salary delays and layoffs of contract workers, and in 2021, the Main Director of Xyz Aviation issued policies that included salary delays for directors and commissioners. Reducing different director facilities, reducing the number of airlines, instituting an early retirement program, and devising plans for leave programs outside the company's purview [4]. The rules adopted by the Chief Director of Xyz Aviation are primarily geared on maximizing staff productivity with in Xyz Aviation. This makes workers of Xyz Aviation feel uneasy and worried at work [2] [6] [7] [8]. According to Tumanggor, job insecurity is a factor that might influence the motivation to retire. Work-related risks and sentiments of being unable to retain employment status, such as being fired, transferred, or relocated beyond the Tumanggor area, are examples of job insecurity [15]. The technique used to preserve Xyz Aviation from insolvency raised employees' sense of insecurity since their employment status and pay levels were uncertain, hence increasing the propensity to change jobs (turnover) [10]. In addition to job insecurity, indicates that work stress factors might influence the desire to resign (turnover intention) [14] [16].

When a worker's skills, resources, or needs do not match job requirements, he or she experiences job stress. Workplace stress may lead to bad health and even mental illness (DJKN Ministry of Finance, 2020) [5]. Work stress, according to Hasibuan, is a disorder that affects an individual's emotions, thinking processes, and health. Stressed persons become restless and feel persistent anxiety. When employees feel pain and stress at work, they will be motivated to quit (with the intention of stopping work) [11]. One of the factors highlighted by Hasibuan that lead to the desire to quit working is retirement. Early retirement is a pension program that is often used by businesses. Early retirement, according to Carel, is a program that promotes individuals to leave their jobs [10]. According to Pratiwi, early retirement is a humanitarian policy since employees are not terminated upon leaving the firm, but instead get severance pay. This compensation gives employees the impression that they will not be financially disadvantaged until their pension and

employee perks are exhausted [12]. Xyz Aviation is a corporation that offers programs for early retirement. It is believed that early retirement programs may have unforeseen consequences. Programs for early retirement will increase the number of persons desiring to cease working. The Indonesian flag carrier airline Xyz Aviation delivers the greatest service by promoting the "Xyz Experience Aviation" concept, which promotes "Indonesian Hospitality" and the cultural richness of Indonesia [1]. There are possibilities for an employee to retire early based on subjective grounds, with each argument addressing distinct needs. However, each has repercussions due to the restrictions. Prior to making an application, it is required to check whether pension rights exist.

Based on the background of the aforementioned problems, the primary issue that will be addressed relates to the stress and work insecurity experienced by employees as a result of the termination of contract employee work, the reduction of directors' facilities, early retirement programs, and leave programs outside of the office's control, which trigger the desire to stop working.

1. To determine and analyze the effect of job insecurity on the intention to stop working at Xyz Aviation;
2. To determine and analyze the effect of stress on the intention to stop working at Xyz Aviation;
3. To determine and analyze the ability of early retirement to moderate the effect of job insecurity on the intention to stop working at Xyz Aviation;
4. To determine and analyze the ability of early retirement to moderate the effect of stress on the intention to stop working at Xyz Aviation.

II. METHODS

1. Type of Investigation

Quantitative associative studies are required for research of this kind. Sugiyono defines associative research as research that tries to determine the association between two or more factors in order to examine, characterize, and observe the effect between variables stated in the research hypothesis [13]. As part of the survey technique, the writers of this research distributed questionnaires to gather data for the inquiry. For this inquiry, a quantitative strategy was used. According to Sugiyono, quantitative research is a positivist research strategy that investigates specific populations or samples by collecting data using research instruments and analyzing these data using quantitative or statistical methods to test the provided hypotheses. This term varies from Sugiyono's description of quantitative research and its methodology [13] [3].

2. Location and time of study

This study was conducted at Xyz Aviation in Medan, North Sumatra. May 2022 to December 2022 is scheduled for the thesis research and writing procedure.

3. Data Collection Techniques

For this investigation, the following data gathering techniques were used:

1) Documentation

Specifically, the act of gathering and analyzing relevant and valuable material for this study, such as firm history, organizational structure, employee absenteeism, research papers, and academic publications.

2) Questionnaire

In the context of data gathering, a questionnaire is a technique in which respondents offer written answers to a series of questions or remarks. Employees of Xyz Aviation were then administered this questionnaire using an interval scale. An interval scale is a kind of scale that use changeable indicators to measure variables. Respondents must choose one of the choices provided to complete this interval scale. When used in surveys, instrumental statements provide a score or grade in the range 1-2-3-4-5-6-7. Where: (Strongly Disagree—1—2—3—4—5—6—7—Strongly Agree) (Strongly Disagree—1—2—3—4—5—6—7—Strongly Agree).

3) Data Sources and Types

In this study, quantitative information is represented numerically. This study's objective was to examine the association between job insecurity and work stress and the desire to leave early, with early retirement serving as a moderating variable (case study on Xyz Aviation). This research collects its main

data via the use of questionnaires. To obtain further data, publications, online news sources, and official websites are consulted. This secondary data is derived from demographic data and organizational structure data that constitute main data.

4) Validation Test

According to Sugiyono, the validity test is used to demonstrate the degree to which a measuring instrument measures what is intended to be tested and the degree of precision between the data received from these items and the data gathered by the researcher [13]. In addition, the validity test is used to determine the degree to which a measuring instrument measures the target variable. To validate the authenticity of the findings, the adjusted item-total correlation values were compared to the r table. The r table for a sample size of 30 is, for instance, 0.361. Therefore, the estimated value of r on item-total correlation is adjusted using the r table (0.361); Items are deemed legitimate if the corrected value of item-total correlation is larger than 0.361. On Xyz Aviation, SPSS was used to perform a validity test on thirty individuals who were excluded from the research response.

III. RESULTS OF DATA ANALYSIS

1. Results of Analysis Without Moderation

a. Classical Assumptions Test Without Moderation

a.1. Normality Test Without Moderation

Using the one sample Kolmogorov-Smirnov method, the normality test examines the normality of the variable data on job insecurity and work stress on intention to cease working. The results of the normality test in this study are as follows:

Table 1. Normality Test Without Moderation
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		58
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.51294555
Most Extreme Differences	Absolute	.088
	Positive	.088
	Negative	-.082
Test Statistic		.088
Asymp. Sig. (2-tailed)		.200 ^{cd}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Source: *Research Results, 2022(Data processed)*

Given that the value of Asymp Sig. (2-tailed) in Table 1. is 0.200 greater than 0.050, it may be argued that the data adhere to a normal distribution.

a.2. Multicollinearity Test Without Moderation

The following describes the results of the multicollinearity test done on the variables of job insecurity and work stress in relation to the desire to quit working:

Tabel 2. Multicollinearity Test Without Moderation
Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Job insecurity	1.000	1.000
Work Stress	1.000	1.000

- a. Dependent Variable: intention to stop working

Source: *Research Results, 2022 (Data processed)*

According to Table 2. there is no issue with multicollinearity in the regression model because each variable has a VIF value less than 10 and a tolerance value more than 0.1. This demonstrates that the multicollinearity issue has been fixed.

a.3. Heteroscedasticity test with the Glejser test without moderation

The results of the Glejser test in this study are as follows:

Table 3. Heteroscedasticity test with the Glejser test without moderation

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.663	2.763		3.498	.001
Job insecurity	-.073	.047	-.194	-1.570	.122
Work Stress	-.135	.048	-.345	-2.792	.087

a. Dependent Variable: ABS_RES1

Source: Research Results, 2022 (Data processed)

According to Table 3. the variables of job instability and work stress on intention to cease working had Sig values greater than 0.05. Therefore, it may be stated that heteroscedasticity did not exist in this study.

a.4. Simultaneous Significance Test (F Test) Without Moderation

The Simultaneous Significance Test is a simultaneous test to determine whether job instability and work stress have a substantial effect on the intention to cease working. The following output table displays the outcomes of statistical testing (Anova Test / F Test).

Table 4. Simultaneous Significance Test (F Test) Without Moderation

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.923	2	24.462	10.312	.000 ^b
	Residual	130.473	55	2.372		
	Total	179.397	57			

a. Dependent Variable: intention to stop working

b. Predictors: (Constant), Work Stress, Job Insecurity

Source: Research Results, 2022 (Data processed)

In Table 4. the F value is determined to be 10.312 and the significance criterion is $0.000 > 0.05$. This information is deemed crucial. At the 0.05 level of significance and with (k, n, k = 2; 58-2), Ftable is precisely 2; 56, as seen in the statistical table appended to this post. After Fcount is computed, it will be compared to Ftable with a 5% margin of error, or 3.16; consequently, Fcount (10.312) will be determined to be greater than Ftable (3.16). Therefore, it may be inferred that the coefficient of multiple regression direction is statistically significant at the 0.05 level, indicating that job insecurity and work stress have a substantial and positive effect on the intention to quit working.

a.5. Partial Significance Test (t test) Model Without Moderation

The t test was conducted to partially test whether job insecurity and work stress have an effect on intention to stop working. How to determine ttable can be seen in the statistical table at a significance of $0.05/2 = 0.025$ with degrees of freedom $df = n-k-1$ or $58-2-1 = 55$, and the results obtained from ttable are 2.004. The results of the t test in this study are as follows:

Table 5. Partial Significance Test Without Moderation

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.539	4.834		3.215	.002
Job insecurity	.290	.082	.409	3.557	.001
Work Stress	.237	.084	.323	2.810	.007

Source: Research Results, 2022 (Data processed)

According to Table 5. the size of RSquare is 0.273, or 27.3%. So, we can say that job insecurity and work stress affect the variable "intention to stop working" by 27.3%, and that other variables affect the other 72.7%.

a.6. Multiple Linear Regression Test Without Moderation

In this study, the results of the multiple linear regression analysis can be seen below:

Table 6. Multiple Linear Regression Significance Test Without Moderation
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.539	4.834		3.215	.002
Job insecurity	.290	.082	.409	3.557	.001
Work Stress	.237	.084	.323	2.810	.007

a. Dependent Variable: intention to stop working

Source: Research Results, 2022 (Data processed)

The results of statistical analysis in this study can be seen as follows:

$$Y = 15,539 + 0,290 X1 + 0,237 X2$$

From these equations, the following can be said:

1. Decoding the equation for multiple regression, which is:
 - a. The constant (0) = 15.539 shows that the value of the intention to stop working (Y) is 15.539 if all the independent variables, such as job insecurity (X1) and work stress (X2), are set to zero.
 - b. If job insecurity (X1) goes up by one unit, the number of people who want to stop working goes up by 0.290.
 - c. If work stress (X2) goes up by one unit, the number of people who want to stop working goes up by 0.237.
2. Job insecurity makes people more likely to want to stop working. This is shown by the positive sign (+) next to the regression coefficient of 0.290, which shows a one-way relationship, and the significant level (0.001), which shows that this effect is real (0.05). This means that a rise in job insecurity will affect how much people want to quit working.
3. Job stress makes people more likely to want to quit, as shown by the positive sign (+) on the regression coefficient of 0.237 and the significant level of 0.007, which shows that the relationship is one-way (0.05). This means that a rise in stress at work will change the decision to leave.

2. Moderation Test Results or Moderated Regression Analysis (MRA)

Using the moderated regression analysis (MRA) method, the purpose of this study's moderation test was to find out how job insecurity and work stress affected people's plans to quit their jobs. The MRA method was used to test how important moderation is. Here are the results.

Table 7. Test the Significance of Early Retirement in Moderating the Effect of Job Insecurity and Job Stress on Intention to Stop Working

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	483.896	181.061		2.673	.010
Job insecurity	5.327	2.265	3.429	2.352	.023
Work Stress	-13.074	3.759	-4.319	-3.478	.001
Early retirement	-9.907	3.430	-6.851	-2.888	.006
Insecurity*Retirement	-.097	.044	-3.747	-2.205	.032
Stress* Retirement	.283	.071	8.261	3.988	.000

a. Dependent Variable: intention to stop working

Source: Research Results, 2022 (Data processed)

Based on the results of the MRA test shown in Table 7. the following is the MRA moderation equation:

$$Y = 483.896 + 5.327 X_1 - 13.074 X_2 - 9.907 Z - 0.97 X_1Z + 0.283 X_2Z + e$$

Is clear:

1. The Sig value of the X₁Z variable is 0.032 < 0.05. Based on these results, we can say that early retirement can reduce the effect of job insecurity on the intention to stop working.
2. The Sig value of the X₂Z variable is 0.000 < 0.05. Based on these results, we can say that early retirement can reduce the effect of work stress on the intention to stop working.

Table 8. Summary of Research Results

1	27.3% of people who want to quit their jobs are affected by job insecurity and work stress at the same time, and the other 72.7% are affected by other factors.
2	With a Sig value of 0.000 < 0.05 and Fcount (10.312) > Ftable, the results of the simultaneous test with the F test show that job insecurity and work stress have a significant effect on the intention to stop working at the same time (3.16).
3	With a value of Sig 0.001 < 0.05 and tcount (3.557) > ttable, the t test shows that job insecurity has a positive and significant effect on the intention to stop working (2.396).
4	Based on the results of partial testing with the t test, work stress has a positive and significant effect on intention to stop working with a Sig value of 0.007 < 0.05 and tcount (2.810) > ttable (2.396).
5	Based on the results of moderation testing with the moderated regression analysis (MRA) test, early retirement is significantly able to moderate (strengthen) the effect of job insecurity on intention to stop working.
6	Based on the results of the moderation test with the moderated regression analysis (MRA) test, early retirement is significantly able to moderate (strengthen) the effect of work stress on intention to stop working.
7	The coefficient standardized value for job insecurity is 0.409, while the coefficient standardized value for work stress is 0.323. This means that job insecurity is more likely to make someone want to quit their job than work stress.

Source: Research Results, 2022 (Data processed)

IV. CONCLUSION

Based on the analysis and discussion, we can come to a number of conclusions and make the following suggestions: 1. Job insecurity has a positive and significant effect on the intention to stop working at Xyz Aviation Medan. 2. Job stress has a positive and significant effect on the intention to stop working at Xyz Aviation Medan. 3. Both job insecurity and work stress have a positive and significant effect on the intention to stop working at Xyz Aviation Medan. 4. Early retirement significantly reduces the effect of job insecurity on the intention to stop working.

V. SUGGESTION

Following are the researchers' recommendations based on the study results:

1. Job insecurity has a positive and statistically significant effect on the intention to stop working; this indicates that a number of factors contribute to job insecurity, resulting in the employee's intention to stop working, which will decrease the performance of Xyz Aviation Medan. Even though the company is experiencing financial difficulties, it is hoped that the leadership at the Medan of Xyz Aviation will be able to manage issues relating to the causes of job insecurity, such as rethinking the policy program for reducing employee salaries and benefits so that, even if a reduction occurs, it will not have a significant impact on employee income or make employees feel disadvantaged. In addition, it will be advantageous if the leadership continues to provide motivation and enthusiasm to all levels of employees, as well as ideas and suggestions for managing programs such as marketing strategies and others, so that the company can increase revenue and resolve its financial issues expeditiously.
2. Job stress has a positive and large influence on intention to quit, indicating that there are several reasons of work stress that result in the desire to quit for employees, consequently diminishing the performance of Xyz Aviation Medan. Therefore, the executives at Xyz Aviation Medan must be able to manage work-related challenges, such as resolving issues associated with double or triple assignments by employing

- new experts or apprentices to save expenses. In addition, it is a good idea for corporate leaders to create pleasant working circumstances, such as by arranging sports programs to boost employee health or by having family gatherings to create a positive environment, so that workers may temporarily forget about the firm's issues. manage and lessen their work-related stress.
3. Early retirement reduces the impact of job insecurity and high work stress on the desire to cease working, indicating that early retirement may reduce job insecurity and work stress for Xyz Aviation Indonesia Medan workers. Therefore, Xyz Aviation Indonesia's leadership might examine the ideal strategy to limit the number of early retirement applications, such as monitoring every expenditure to properly manage financial concerns. In addition, Xyz Aviation Indonesia's management should create a pre-retirement employee job satisfaction evaluation procedure so as not to exceed the company's retirement targets.
 4. It is anticipated that the employees of Xyz Aviation would be able to endure the hardships and cooperate with the firm to find other financial solutions.
 5. To the next researcher a.
 - a. For researchers who will do similar study, it is desired that they would include factors such as remuneration, competency, etc. that may impact employee intention to quit working.
 - b. It is anticipated that future research would include a greater number of respondents utilizing a wider range of study items.

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