The Influence of Work Environment, And Workload on Employee Turnover PT Parastar Distrindo Branch Office Sulawesi Tenggara

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ABSTRACT

This study aims to determine the Influence of Work Environment, Compensation, and Workload on Employee Turnover Intention of PT Parastar Distrindo Branch Office Southeast Sulawesi. The type of research used is a quantitative approach. Data were collected using Observation, Questionnaire and Documentation methods. The data analysis technique used is the Multiple liniear regression test. The results of this study show that the Work Environment, Compensation, and Workload simultaneously affect the Employee Turnover Intention of PT Parastar Distrindo Branch Office Southeast Sulawesi. The Work Environment partially affects the Employee Turnover Intention of PT Parastar Distrindo Branch Office Southeast Sulawesi. Compensation partially affects the Employee Turnover Intention of PT Parastar Distrindo Branch Office Southeast Sulawesi. Workload Partially Affects Employee Turnover Intention of PT Parastar Distrindo Branch Office Southeast Sulawesi.

Keywords: *Work Environment, Compensation, Workload*

I. INTRODUCTION

This research took the object at one of the national-scale mobile telecommunications distributor companies located in Poasia District which was established in 2021. The telecommunication distributor company XL Axiata PT. Parastar Distrindo *Branch Office* Southeast Sulawesi is the only official company appointed and qualified by PT. XL Axiata Tbk as a distributor in Southeast Sulawesi before PT Fajar Sejahtera Mandiri

Based on the initial findings at PT. Parastar Distrindo Sulawesi Researchers found that the phenomenon that occurred was that there were several employees who resigned for various reasons, (1) Work Environment, namely the lack of concentration of employees in work and inappropriate working conditions. At PT. Parastrar Distrindo where the state of the work environment refers to the imbalance of culture, situation, and professionalism between colleagues at work. This condition can have a big impact on employees as well as the sustainability of PT. Parastrar Distrindo. (2) Compensation is the employee's dissatisfaction with the service provided by the company. At PT. Parastrar Distrindo: The compensation conditions provided are sometimes inappropriate so that it can cause perfunctory work from employees so that it can cause losses to the company. (3) Workload, i.e. employees feel given a lot of responsibility with demands to be solved extra quickly. As in PT. Parastrar Distrindo Excessive workload on employees causes workers to experience stress and triggers other mental disorders. So, excessive workload can increase emotional fatigue. This is a loss for the company which results in a bad impact on employee morale, a decrease in the company's productivity figures, and a poor *brand image* for membership, namely the product distribution and promotion process.

In addition to the phenomenon, there is an empirical gap underlying this study, namely research conducted by Chici Elvina Widyawati (2022) found that the work environment has a positive and significant effect on *intention turnover*. However, research conducted by Asti Ayu Purwati, et.al (2020) found that the work environment has a negative effect on *intention turnover.*

PT Parastar Distrindo Sulawesi must carry out the right human resource strategy, namely making human resources who have loyalty so that the company's productivity increases. Likewise, by prioritizing employee welfare in accordance with the company's achievements and conditions.

II. LITERATURE REVIEW

2.1 Human Resource Management Concept

2.1.1. Definition of Human Resource Management

According to George R. Terry (2005:1), management theory is a process or framework, which involves guiding or directing a group of people towards organizational goals or real intentions. Management is an activity, the implementation is managing while the executor is called a manager or manager.

According to Wilson (2008:3), management is defined as the process of planning, organizing, leading, and controlling various efforts from organizational members and using all organizational resources to achieve goals.

2.1.2 Management Function

According to Sadikin, et al. (2020:15) Management functions are divided into 4 parts, namely:
1. *Planning*
2. *Organizing*
3. *Actuating*
4. *Controlling*

2.2 Work Environment Concept

2.2.1 Definition of Work Environment

According to Luthans (2015), the work environment is a social, psychological, and physical life in an organization/company, and has an effect on workers in carrying out the tasks imposed on them. The work environment is one of the considerations of employees at work, employees will be able to carry out their activities well to achieve optimal results, if supported by a healthy, safe and comfortable work environment.

2.2.2 Factors that affect the Work Environment

Factors that affect the Work Environment (Mahmudah Enny, 2019) are:
1. Personal/individual factors
2. Leadership factors
3. Team factors
4. System factors
5. Contextual (situational) factors

According to Marwansyah, (2019: 11). The work environment can be grouped into two, namely the internal environment and the external environment The internal environment is a factor or condition in the organization that affects the organization. Meanwhile, the external environment is a force outside the organization, which plays a role in encouraging the success of an organization in an effort to achieve its goals.

Meanwhile, Sedarmayanti (2011: 21) stated that the work environment is divided into two, as follows.
1.   Physical Work Environment
2.   Non-Physical Work Environment

2.2.3 Benefits of the Work Environment

According to Mahmudah Enny, (2019) The benefits of the work environment are to create work passion, so that productivity and work achievement increase. Meanwhile, the benefit gained from working with motivated people is that the work can be completed appropriately. Which means that the work is completed according to the correct standards and within the specified time scale. His work performance will be monitored by the individual concerned, and will not cause too much supervision and his fighting spirit will be high.

2.2.4 Work Environment Indicators

The indicators of the work environment stated by Nitisemito in (Khasanah, 2016) are as follows:
1. Work Atmosphere
2. Relationships with colleagues
3. Work facilities

2.3 Compensation

2.3.1 Definition of Compensation

According to Siti Munajah, (2019) Compensation is all income in the form of money, direct goods or indirect goods, that employees receive as rewards and services provided to the company. Financial or non-financial compensation is given based on the company's discretion towards all employees and efforts to improve their welfare such as holiday allowances and pensions. It can also be said that compensation is a reward both financially and non-financially.

2.3.2 Purpose of Compensation

In general, fair compensation will provide many benefits for employees (Mahmudah Enny, 2019). This means that the company provides decent compensation for all its employees. Profits will also be obtained by the management so that the achievement of the company's goals will be achieved, because one of the reasons is the provision of compensation. In practice, the provision and determination of the appropriate amount of compensation has several objectives.

2.3.3 Forms of Compensation Forms

According to Davis and Werther in Marwansyah (2016:276) compensation is grouped into two general forms, namely:
1. Direct compensation consisting of
2. Indirect compensation, namely welfare and service.

2.3.4 Factors Affecting Compensation
According to Siagian (2015:265) the factors that affect the reward system are:
1. Applicable wage and salary levels.
2. Union demands.
3. Productivity
4. Organizational policies regarding wages and salaries.
5. Laws and regulations.

2.3.5 Compensation Indicator
      Human resources are people who carry out activities in an organization to achieve organizational goals. The ability of human resources is the main key for companies in facing the era of globalization. Therefore, the company should provide reciprocity for employees in the form of compensation. Compensation in addition to providing rewards for the work done is an effective way to retain employees The compensation that the company gives to employees is not only in the form of money but also in other forms depending on the ability of the company. Each compensation is formed by several indicators. According to Simamora (2015:445) the compensation indicator is
1. Wages and Salaries
2. Incentive
3. Allowances
4. Facilities

2.4 Workload
2.4.1 Definition of Workload
      A workload is a set of tasks or activities that a company gives to employees to complete within a certain period of time. According to Soleman (2011), workload is the amount of work that must be carried by a position or organizational unit and is a product between the volume of work and the norm of time. When the company's target increases from usual, employees are required to be more active in working so that employees have to work extra. The responsibility given too much will make employees feel burdened at work.

2.4.2 Workload Impact
The workload that can cause stress is divided into two (Susanto, 2011):
1. *Role overload. Role overload*
2. *Role underload. Role underload*

2.4.3 Factors Affecting Workload
According to Rodahl and Manuaba (in Prihatini, 2007) stated that the following workload factors:
1. External factors
2. Internal factors.

2.4.4 Workload Indicator
According to Koesomowidjojo (2017:33), the workload indicators are:
1. Working Conditions
2. Use of Working Hours
3. Targets to be Achieved

2.5 *Intention Turnover*
2.5.1 Definition of *Intention Turnover*
      The continuous transfer of employees from one company to another is very influential for the company. There are many reasons why employees want to move from their company, one of which is wanting to find a better job. The high *turnover* in a company shows that the company needs to improve its working conditions. According to Waspodo (2013), *intention turnover* is a person's desire to leave the company and try to find another job that is better than before. However, according to Zainal (2010), the desire to change jobs is the desire of workers to quit the organization because they moved to another organization. It means the desire from within the employee to leave the organization.

2.5.2 Indications of *Intention Turnover*
According to Harnoto (in Maarif and Kartika 2014:208), *intention turnover* is marked by various things related to employee behavior. These indications can be used as a reference to predict employee *turnover intentions* in a company.
1. Increased attendance.
2. Started to be lazy to work.
3. Increase in violations of work rules.
4. Increased protests against superiors.
5. Positive behavior that is very different from usual.

2.5.3 Factors affecting *Intention Turnover*
      According to Mobley et al (in Tsani 2016), several factors that cause the desire to change jobs *(intention turnover)* are as follows:
1. Individual characteristics
2. Work environment

2.5.4 Impact *of Intention turnover*

According to Mobley et al (in Khikmawati 2015), high and low *intention turnover* will have several impacts on employees and companies, including:

1. Workload
2. Employee withdrawal fees
3. Training costs
4. Production lost during employee turnover
5. A lot of waste due to new employees
6. Triggering employee stress

2.5.5 Intention Turnover *Indicator*

According to Mobley et al (quoted by Halimah, 2016) Turnover measurement indicators consist of:

1. Thinking *of quitting*:
2. Intention *to search for alternatives*
3. Intention to quit

2.6 Framework of Thought

The work environment is the social, psychological and physical life in the company, and has an effect in increasing productivity. A safe, comfortable working environment and a happy feeling are the expectations of every employee so as to create a passion for work that can be completed on time. Compensation is the main reason for employees to enter the workforce. The amount of compensation is mostly determined by the company and the government and in line with the quality and contribution of employees, the greater the compensation given, the better the welfare of employees can increase. Workload is a set of tasks that the company gives to employees in accordance with their field of work and must be completed within a predetermined time, When the company's target increases from usual then employees are required to work more actively and extra, so that it becomes the responsibility of employees who make employees burdened at work. *Intention Turnover* is a condition in which employees want to quit and find another good job. There are many reasons why employees make the decision to change companies, the higher *the turnover* in a company, it shows the need to improve their working conditions.

The author makes a theoretical framework of thinking from all that has been described above to provide the flow or direction of writing the research work which is a small summary of what the author wants to convey.

III. RESEARCH METHODS

3.1 Research Design

The design used in this study is quantitative research. Quantitative research is carried out by building one or more hypotheses based on a theoretical structure or framework and then testing those hypotheses. In this study, the researcher will examine the influence of the work environment, compensation and workload on the *intention turnover* of employees of PT Parastar Distrindo *Branch Office* Southeast Sulawesi. This study conducted a multiple linear regression analysis which was tested through IBM SPSS Version 26. With the work environment, compensation, and workload will be known which have a significant or insignificant effect on employee *turnover intentions*. Furthermore, several conclusions and suggestions were drawn as material for consideration and evaluation and for PT. Parastar Distrindo *Branch Office* Southeast Sulawesi in Work environment, compensation and workload.

3.2 Population and Sample

3.2.1 Population

According to Sugiyono (2014: 115), a population is a generational area consisting of objects/subjects that have certain qualities and characteristics that are applied by researchers to be studied and drawn conclusions. The population in the study is a subject related to this researcher which was carried out on employees at PT Parastar Distrindo *Branch Office* Southeast Sulawesi and a total population of 35 employees.

3.2.2 Sample

The sampling technique used is saturated sampling. According to Sugiyono (2014:68), the saturated sampling technique is a sampling technique when all members of the population are used as samples. The sample in this study is all employees of PT Parastar Distrindo *Branch Office* Southeast Sulawesi totaling 35 people.

3.3 Types and Data Sources

3.3.1 Data Type

The type of research used in this study is quantitative. According to Sugiyono (2014:13) Quantitative research can be interpreted as a research method based on positive philosophy, used to research on certain populations or samples, data collection through instruments, research, data analysis is quantitative/statistical, with the aim of testing hypotheses that have been determined.

3.3.2 Data Sources

The data source used in this study is Primary data. According to Sugiyono (2015), primary data is a data source that directly provides data to data collectors. Primary data was obtained from distributing questionnaires to all employees of PT Parastar Distrindo *Branch Office* Southeast Sulawesi who were willing to be respondents and fill out questionnaires.

3.4 Data collection techniques

The data collection techniques used by the author in this study are:

1. Observation

2. Questionnaire.
3. Documentation

      Data processing techniques are a process contained in obtaining data that is carried out systematically in the collection and presentation of facts for a specific purpose. Each question is equipped with five alternative answers, namely Strongly Disagree (STS) to Strongly Agree (SS). The determination of the Likert scale value for answers is carried out in the form of a checklist. The answer to each instrument item will be answered in the format:

SA	= Strongly Agree	is given a score of 5
A	= Agree	is given a score of 4
QA	= Quite Agree	is given a score of 3
DA	= Disagree	is given a score of 2
SDA	= Strongly Disagree	is given a score of 1

      There are 5 (Five) indicating that respondents gave responses that were very disagreeing (very negative) to the questions asked, while the number 1 (one) showed responses that were very agreeing (very positive). The answers of each instrument item using the *Likert* scale have a graduation from very positive to very negative. The alternative answer that uses *the Likert* scale, which is to give a score to each alternative map as follows:

Table 3.1 Scale of Alternative Values for Questionnaire Answers

Score Measurement Criteria	Shoes	Inachievement
5	4,22- 5,00	Excellent
4	3,40- 4,19	Good
3	2,60- 3,39	Pretty Good
2	1,80- 2,59	Not Good
1	1,00- 1,79	Very Not Good

Source : Sugiyono (2014)

3.5 Data Analysis Techniques

      The analysis technique used in this study is multiple linear regression analysis with the help of SPSS Version 26 software, the analysis technique used in this study, using validity tests and relatability, classical assumptions and hypothesis tests.

3.5.1 Validity Test

      Validity tests are used to find out whether an instrument is valid or not in the questionnaire. A measuring tool is said to be valid if it can answer carefully about the variables being measured. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire (Ghozali, 2011:52). A questionnaire is said to be valid if the person correlation value > 0.30. The calculation of this validity test uses the help of *the Statistical Package for the Social Science* (SPSS). And Microsoft Office Excel. The validity test is carried out by item analysis, where each value obtained for each item is correlated with the total value of all items of a variable. The results of the validity test of the instrument in this study are as follows:

Table 3.2 Validity Test Results

Work Environment Variable (X1)			
Statement Items	**Correlation Coefficient**	**Mr.**	**Ket.**
X1.1	0,632	0,000	Valid
X1.2	0,579	0,000	Valid
X1.3	0,734	0,000	Valid
X1.4	0,740	0,000	Valid
X1.5	0,566	0,000	Valid
X1.6	0,436	0,009	Valid
Compensation Variable (X2)			
Statement Items	Correlation Coefficient	Mr.	Ket
X2.1	0,819	0,000	Valid
X2.2	0,513	0,002	Valid
X2.3	0,607	0,000	Valid
X2.4	0,873	0,000	Valid
X2.5	0,898	0,000	Valid
X2.6	0,607	0,000	Valid
X2.7	0,600	0,000	Valid
X2.8	0,878	0,000	Valid
Workload Variable (x3)			
Statement Items	**Correlation Coefficient**	**Mr.**	**Ket.**
X3.1	0,604	0,000	Valid
X3.2	0,550	0,001	Valid
X3.3	0,619	0,000	Valid
X3.4	0,579	0,000	Valid
X3.5	0,504	0,002	Valid

Statement Items	Correlation Coefficient	Mr.	Ket.
X3.6	0,610	0,000	Valid
Variabel Intention Turnover (Y)			
Y1.1	0,578	0,000	Valid
Y1.2	0,497	0,002	Valid
Y1.3	0,381	0,024	Valid
Y1.4	0,622	0,000	Valid
Y1.5	0,855	0,000	Valid
Y1.6	0,769	0,000	Valid

Source : Data processed by the author 2023

Based on table 3.2 above, it shows that the statements in the questionnaire are valid statements. This decision was taken because the person correlation value > 0.30 with a significant level < 0.05. So it can be concluded that all statement items used as instruments in this study are valid or it can be said that the questionnaire used is suitable as an instrument to measure each variable.

3.5.2 Reliabity Test

The reliability test is carried out with the aim of showing the consistency of a measuring instrument in measuring the same subject, if the measurement results show the same results relative to the same subject for several times, the measuring tool can be said to be reliable. A measuring tool can be said to be reliable if it shows a *Cronbach alpha* value greater than 0.60 according to Ghozali (2011:48). The statistical technique used for the 40 tests was *Cronbach's alpha coefficient* with the help of *SPSS software.* A measuring instrument can be said to be reliable if it shows a *Cronbach Alpha* value greater than 0.6. The results of the reliability test in this study are as follows:

Table 3.3 Reliability Test Results

Research variables	*Cronbach's Alpha*	Information
Work Environment (X1)	0,742	Reliable
Compensation (x2)	0,777	Reliable
Workload	0,724	Reliable
Intention Turnover (Y)	0,747	Reliable

Source: Data processed by the author, 2023

Based on table 3.3 which shows that the statements in the questionnaire are realistic statements. This decision was taken because the entire variable had a *Cronbach's alpha* value > 0.60. So that these variables are suitable to be used as a measuring tool for questionnaire instruments in this study.

3.5.3 Normality Test

The normality test is aimed at seeing whether in the study, a data is distributed normally or not (Gozhali, 2009). A good Regression model is to have a normal or near-normal distribution of data. The data normality test can also use the *Kolmogrov-Smirnov one-sample* test to determine the significance of the normally distributed data. With decision-making guidelines:
1. The sig value or significance or probability value <0.05 of the distribution is abnormal
2. The value of the sig or significance or probability >0.05 of the distribution is normal.

3.5.4 Multicollinearity Test

The Multicollinearity Test aims to find out the standard error of estimation of the research model. Multicollinearity is detected by calculating the double correlation coefficient and comparing the coefficients between independent variables (Gozhali, 2009). To detect a high correlation between independent variables can be done in several ways, one of which is by using *Tolerance and variance inflation factor* (VIF). According to Ghassani (2017:36), *Tolerance* measures the variability of selected independent variables not explained by other independent variables. So a low tolerance equals a high VIF value. The assumptions of *Tolerance and variance inflation factor* (VIF) can be expressed as follows:
1. If the VIF is > 10 and *the Tolerance value* < 0.10, then multicollinearity occurs.
2. If the VIF < 10 and *the Tolerance* value > 0.10, then there is no multicollinearity.

3.5.5 Heteroscedasticity Test

The Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from residual one observation of the other. If the variance of the residual of one observation of another observation is fixed, then it is called homokedasticity and if it is different, it is called heteroscedasticity. A good regression model is homokedasticity or no heteroskedasticity (Ghozali, 2011:139). Detection of the existence of heteroscedasticity problems is by graph media, if there is no clear pattern, and the dots spread above and below the number 0 on the Y axis, then heteroskedasticity does not occur (Ghozali, 2011:139).

3.5.6 Multiple Linear Regression Analysis

In this study, to determine the independent influence of variables on dependent variables, data analysis was carried out and a multiple linear regression statistical model was applied. A multiple regression statistical model is a model used to obtain an equation that shows the influence of independent variables on dependent variables. The formula of multiple linear regression according to Sugiyono, (2006) is as follows:

$$Y = \alpha + b1X1 + b2X2 + b3X3 + e$$

Information:

Y	= Dependent Variable
α	=Konstanta
B1B2B3	= Regression Coefficient
X1X2X3	= Independent Variable
e	= Error

To apply the formula in this study, it can be converted to:

Y	$= \beta0 + \beta1X1 + \beta2X2 + \beta3X3 + e$

Where:

Y	= *Intention Turnover*
X1	= Work Environment
X2	= Compensation
X3	= Workload
β0	= Constant
b1, b2, b3	= Regression Coefficient
e	= error

3.5.7 Hypothesis Test

The hypothesis that will be tested and proven in this study is related to whether or not there is an influence of independent variables that need to be tested for truth in a study Sugiyono (2017:64) The hypothesis is provisional to the formulation of the research problem, where the formulation of the research problem has been stated in the form of a question sentence. It is said that temporarily, because the answers given are only based on relevant theories, they are not based on empirical facts obtained through the collection of data. The design of the hypothesis test can be determined by the correlation of the two variables studied, are:

1. Simultaneous Test (F)

According to Nuryadi, et al. (2017: 75) The F test is used to determine the significant level of influence of independent variables together (simultaneously) on variables. The decision-making basis used in the F test is as follows:

a. If the significance value > 0.05, then the hypothesis is rejected. This means that the independent variable does not have a significant effect on the dependent variable.

b. If the significance value < 0.05, then the hypothesis is accepted. This means that the independent variable has a significant influence on the dependent variable.

2. Partial Test (t)

According to Nuryadi, et al. (2017:110) The t-test is used to follow the significant relationship between variables X and Y, whether variable X really affects variable Y separately or partially. The basis for decision-making used in the t-test is as follows:

a. If the significant value > 0.05, the hypothesis is rejected. This means that the independent variable does not have a significant effect on the dependent variable.

b. If the significant value < 0.05, then the hypothesis is accepted. This means that the independent variable has a significant influence on the dependent variable.

3.5.8 Determination Coefficient Test

The determination coefficient (*Adjusted R2*) aims to find out how much the independent variable is capable of explaining the dependent variable. In the SPSS output, the determination coefficient is located in the Model Summary table and says *Adjusted R Square*. An R2 value of 1, means that the fluctuation of the dependent variable can be explained entirely by the independent variable and there are no other factors that cause the fluctuation of the dependent variable. If the *Adjusted* R2 value ranges from 0 to 1, it means that the ability of the independent variable to explain the fluctuations of the dependent variable is stronger.

Definition of Variables Research variables must be formulated to avoid errors in collecting data in research, the definition of Operational variables is as follows.

1. The Work Environment is everything that exists at PT Parastar Distrindo *Branch Office* Southeast Sulawesi that affects employees in carrying out work tasks in the office.

2. Compensation is everything that employees receive for their contribution to PT Parastar Distrindo *Branch Office* Southeast Sulawesi.

3. Workload is a set of tasks given by the company to employees to be completed within a certain period of time at PT Parastar Distrindo *Branch Office* Southeast Sulawesi.

4. *Intention Turnover* is a person's desire to leave the company and try to find another better job at PT Parastar Distrindo *Branch Office* Southeast Sulawesi

VI. RESULT AND DISSCUSSION

4.1 Results of the Classic Assumption Test

4.1.1 Normality Test Results

The normality test is used to test whether the residual values resulting from the regression are normally distributed or not. A statistical test that can be used to test the residual normality is the statistical test *of One Sample Kolmogorov Smirnov* using a significance level of 0.05, the data is declared to be normally distributed if the significance is greater than 5% or 0.05.

Table 4.1 Kolmogorov-Smirnov *Normality Test Results*

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		35
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.19256926
Most Extreme Differences	Absolute	.102
	Positive	.076
	Negative	-.102
Test Statistic		.102
Asymp. Sig. (2-tailed)		.200c,d

Source: SPSS Output 2023

The results of the table above show that the significance value (Sig) in *One Sample of Kolmogorov Smirnov* is 0.20. Because the significance is more than 0.05, the residual is distributed normally.

4.1.2 Multicollinearity Test Results

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. The following are the results of the calculation of the multicollinearity test using IBM SPSS Version 26.

Table 4.2 Multicollinearity Test Results

| Coefficientsa			
Model		Collinearity Statistics	
		Tolerance	BRIGHT
1	(Constant)		
	Work Environment	.936	1.069
	Compensation	.661	1.513
	Workload	.627	1.596
a. Dependent Variable: Intention Turnover			

Source: SPSS Output 2023

Based on the results of the output test, it can be seen that the *tolerance* value obtained for the work environment is 0.936, the *tolerance* value for compensation is 0.661, and the *tolerance value* for the workload is 0.627 with the results obtained can be interpreted that the variable is free from the classical assumption of multicollinearity, because the tolerance result is above 0.10.

It is also known that the value of VIF (*Variance Infiation Factor*) for the work environment is 1.069 and for compensation is 1.513 and for the workload is 1.596 This result means that the variable is free from the classical assumption of multicollinearity, because the VIF is below 10.

4.1.3 Heteroskedasticity Test Results

The heteroscedasticity test is used to test whether there is a variable dissimilarity between one residual and another. A good regression model is that heteroscedasticity does not occur. The way to detect the presence or absence of heteroscedasticity is to look at the results of the *Scatterplot* test (scatter diagram). The heteroscenidism of the independent variable to the bound variable is satisfied if the residual value and the predicted value do not form a certain pattern and stay away from the scale number 0. The results of the heteroscedasticity test are displayed through the following:

Figure 4.1 Heterokedasticity Test
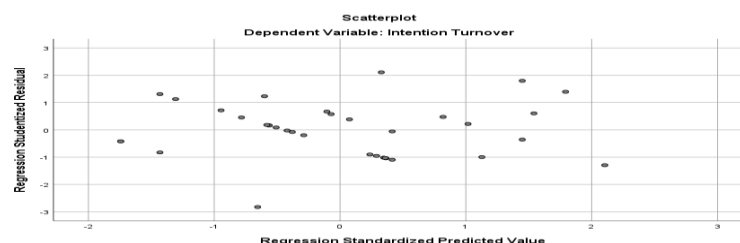
Source: SPSS Output 2023

The *scatterplot* image in figure 4.2 above is visually residual and the prediction value does not form a specific pattern (random), so it can be said that the regression model in this study is free from heterokedasticity problems and

this module is suitable for predicting the *Intention Turnover variable* based on the input of independent variables of the work environment, compensation and workload.

4.1.4 Multiple Linear Regression Analysis

Linear regression calculation using IBM *software* SPSS (*Statistical Package for the Social Sciences*) *version* 26. The use of *software* is intended to obtain analysis results using multiple linear regression. The calculation results can be seen in the table below:

Table 4.3
Multiple Regression Analysis Test Results
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	7.349	.560	
	Lingkungan Kerja	.449	.013	1.013
	Kompensasi	-.029	.014	-.070
	Beban Kerja	.078	.018	.156

Sumber: Output SPSS 2023

$$Y = 7,349 + 0,449 - 0,029 + 0,078$$

Based on the results of the multiple linear regression calculation obtained, what is read is the value in the Regression coefficient column (b). So from the table above, the multiple linear regression equation can be obtained as follows:

1. The constant is 7.349, which indicates that if the Compensation Work Environment variable, and the workload are assumed to be constant or equal to zero (0), then the Intention Turnover bound variable will experience a significant increase.
2. The X1 coefficient of 0.449 can be interpreted that if the independent variable of the Work Environment (X1) increases assuming that the variables Compensation (X2), Workload (X3) and constant (a) are 0 (zero), then *Intention Turnover* will also increase. This shows that the Work Environment variable contributes positively to *Intention Turnover*.
3. The X2 coefficient of -0.029 can be interpreted that if the independent variable Compensation (X2) decreases assuming that the variables Work Environment (X1) Workload (X3) and constant a are 0 (zero), then *the Intention Turnover* will increase. This shows that the compensation variable contributes negatively to *Intention Turnover*.
4. The X3 coefficient of 0.078 can be interpreted that if the independent variable Workload (X3) increases assuming that the variables Work Environment (X1) Compensation (X2) and constant a are 0 (zero), then *Intention Turnover* will increase. This shows that Workload contributes positively to *Intention Turnover*.

4.1.5 Hypothesis Test

1. Test F (Simultaneous)

According to Nuryadi, et al. (2017:75) The F test is used to determine the significant degree of influence of independent variables together (Simultan) on dependent variables. The basis for decision-making used in the f test is as follows:

a. If the significance value > 0.05, then the hypothesis is rejected. This means that the independent variable does not have a significant effect on the dependent variable.
b. If the significance value < 0.05, then the hypothesis is accepted. that the independent variable has a significant influence on the dependent variable.

The results of the simultaneous tests in this study can be seen in table 4.4:

Table 4.4 Test Results F (Simultaneous)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Mr.
1	Regression	51.849	3	17.283	17.374	.000b
	Residual	30.837	31	.995		
	Total	82.686	34			

Source: SPSS Output, 2023

Based on table 4.4, it can be seen that the value of sig. is 0.000. Because the value of sig. 0.000 < 0.05, then in accordance with the basis of decision-making in the F test, it can be concluded that the hypothesis is accepted or in other words the Work Environment, Compensation and Workload simultaneously have a positive and significant effect on *Intention Turnover*.

2. Test t (partial)

According to Nuryadi, et al. (2017:110) The t-test is used to follow the significant relationship between variables X and Y, whether variable X really affects variable Y separately or partially. The basis for decision-making used in the t-test is as follows:

a. If the significant value > 0.05, then the hypothesis is rejected. This means that the independent variable does not have a significant effect on the dependent variable.
b. If the significant value < 0.05 then the hypothesis is accepted. This means that the independent variable has a significant influence on the dependent variable.

The results of the partial test in this study can be seen in table 4.5:

Table 4.5 t-Test Results (Partial)

Coefficientsa			
Model		t	Mr.
1	(Constant)	13.112	.000
	Work Environment	35.166	.000
	Compensation	-2.055	.048
	Workload	4.422	.000

Source: SPSS Output 2023

Based on the results of the t-test contained in table 4.5, it can be interpreted as follows:

a. The Work Environment variable has a significant effect on the *Intention Turnover* which is shown a significant value of $0.000 < 0.05$, so that the hypothesis proposed can be accepted. On this basis, the Work Environment variable can also be included as one of the variables that significantly affects *Intention Turnover*.

b. The Compensation variable had a significant effect on *the Intention Turnover* which was shown to have a significant value of $0.048 < 0.05$, so that the hypothesis proposed was acceptable. On this basis, the Compensation variable can also be included as one of the variables that significantly affects *Intention Turnover*.

c. The Workload variable has a significant effect on *the Intention Turnover* which is shown a significant value of $0.000 < 0.05$, so that the hypothesis proposed can be accepted. On this basis, the Workload variable can also be included as one of the variables that has a significant influence on *Intention Turnover*.

3. Coefficient of Determination Test (R^2)

Coefficient of determination (R^2) The aim is to find out how much the independent variable is capable of explaining the dependent variable. In the *SPSS output*, the determination coefficient is located in the *Model Summary table* and is written *adjusted R square*. The results of the determination coefficient test in this study can be seen in table 4.6:

Table 4.6 Coefficient of Determination Test Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.988[a]	.976	.974	.20167

Sumber: Output SPSS 2023

Based on table 4.6, the value of the determination coefficient (R2) of 0.974 was obtained, which can be interpreted that 97.4% of the contribution of the variables of Work Environment, Compensation and Workload to *Intention Turnover*, while the remaining 2.26% was influenced by other factors that were not included in this research.

4.2 Discussions of Research Results

4.2.1 The Influence of Work Environment, Compensation and Workload on *Intention Turnover*

Based on the results of the research on the value of Work Environment, Compensation and Workload simultaneously have a positive and significant effect on *Intention Turnover*. The hypothesis was accepted because the test conducted on the relationship between Work Environment, Compensation and Workload showed a significant relationship with *Intention Turnover*.

The theory expressed by Waspodo (2013) supports this research that intention *turnover* is a person's desire to leave the company and try to find another job that is better than before. while according to Zainal (2010) the desire to change jobs is the desire of workers to quit the organization because they move to another organization. It means the desire from within the employee to leave the organization. The continuous transfer of employees from one company to another is very influential for the company. There are many reasons why employees want to move from their company, one of which is wanting to find a better job. The high *turnover* in a company shows that the company needs to improve its working conditions. Luthans (2015) explained that the work environment is a social, psychological, and physical life in an organization/company, and has an effect on workers in carrying out the tasks imposed on them. According to Mahmudah Enny (2019) In general, fair compensation will provide many benefits for employees. This means that the company provides decent compensation for all its employees. Profits will also be obtained by the management so that the achievement of the company's goals will be achieved, because one of the reasons is the provision of compensation.

The results of this study are in line with research conducted by Chici Elvina Widyawati (2022) The results of the study show that simultaneous tests of workload, work stress and work environment have a positive and significant effect on *intention turnover*. Furthermore, Imam Taufik, et.al (2021), The Influence of Compensation, Work Environment, Leadership Style and Workload on Intention Turnover. The results of the study showed that the simultaneous (together) test of compensation, work environment, leadership style, and workload had a simultaneous effect on *intention turnover*.

4.2.2 The Influence of the Work Environment on *Intention Turnover*

Based on the results of the research, the value of the Work Environment partially has a positive and significant effect on *Intention Turnover*. The hypothesis is accepted because the test conducted by the work environment relationship shows a significant relationship with *Intention Turnover*.

The theory expressed by supporting this study is that Sutrisno (2019: 118) supports this research that the work environment is the entire work facilities and infrastructure that exist around employees who are doing work, having an influence on the implementation of work. Meanwhile, Sedarmayanti (2011: 21) defines the work environment as the whole of the tools and materials faced, the surrounding environment where a person works, his work methods, and his work arrangements either as an individual or a group. Nitisemito (Al-Omari and Okasheh, 2017) stated that the work environment is everything around the worker that can affect the results of the work. Mangkunegara (2015: 17) mentioned that the work environment includes clear job descriptions, challenging work targets, effective work communication patterns, and relatively adequate work climate and work facilities. The work environment is one of the considerations of employees at work, employees will be able to carry out their activities well to achieve optimal results, if supported by a healthy, safe and comfortable work environment.

The results of this study are in line with research conducted by Chici Elvina Widyawati (2022), the results of her research show that the work environment partially affects Intention Turnover.

4.2.3 Effect of Compensation on *Intention Turnover*

Based on the results of the study, the compensation value partially has a negative and significant effect on *Intention Turnover*. The hypothesis is accepted because the test conducted on the compensation relationship shows a significant relationship with *Intention Turnover*.

The compensation felt by the respondents was good, as evidenced by the good level of compensation felt by employees. There is only one thing that needs to be considered for the factor regarding the basic salary for some employees who feel that it is not in accordance with their level of work. Companies are expected to rearrange the compensation policy system regarding basic salary. This can improve employee welfare in Compensation. The salary and departure allowance factors are considered to be only enough to meet daily needs. However, it does not fulfill other wishes for employees so that it makes employees think about doing *intention turnover* at PT. Parastar Distrindo *Branch Office* Southeast Sulawesi

The theory expressed by Siti Munajah, (2019) supports this research that Compensation is all income in the form of money, direct goods or indirect goods, that employees receive as rewards and services provided to the company. Financial or non-financial compensation is given based on the company's discretion towards all employees and efforts to improve their welfare such as holiday allowances and pensions. It can also be said that compensation is a reward both financially and non-financially. Compensation can also be given directly to Compensation is all income in the form of money, direct goods or indirect goods, that employees receive as rewards and services provided to the company. Financial or non-financial compensation is given based on the company's discretion towards all employees and efforts to improve their welfare such as holiday allowances and pensions. reward) given to employees for the work that has been done in an organization. Compensation can be in the form of financial or money or everything that can be measured in money, or it can also be in non-financial forms, namely in the form of awards, positions, working conditions and others. Compensation can also be given directly to employees, or indirectly such as health benefits, where employees receive compensation in non-financial forms.

The results of this study are in line with the research conducted by Imam Taufik (2021), the results of his research show that compensation partially has a negative and significant effect on *intention turnover*.

4.2.4 Effect of Workload on *Intention Turnover*

Based on the results of the research, the value of Workload partially has a positive and significant effect on *Intention Turnover*. The hypothesis is accepted because the test conducted by the Workload relationship shows a significant relationship with *Intention Turnover*.

The theory expressed by Soleman (2011) supports this research that workload is the amount of work that must be borne by a position or organizational unit and is a product of the volume of work and the norm of time. When the company's target increases from usual, employees are required to be more active in working so that employees have to work extra. The responsibility given too much will make employees feel burdened at work. Menpan in Novita and Kusuma (2020:165) is in line with this research that a workload is a set or a number of activities that must be completed by an organizational unit or office holder within a certain period of time. Meanwhile, according to Hariyati (2011), workload is defined as the difference between the ability or ability of a worker and the requirements of the work to be performed. Given that human work is mental and physical, everyone faces excessive energy expenditure and excessive stress, but inadequate exercise intensity can lead to boredom and boredom or negative stress. Therefore, it is necessary to strive for the optimal intensity of training between the two extremes, and of course everyone is different.

The results of this study are in line with the research conducted by Ni luh Tesi Riani (2017), the results of her research show that workload has a positive and significant effect on intention turnover

4.2.4 Innovation and Creative Ideas

Based on research results it is clear that the urge to create innovation in employment, driven by the need to improve efficiency and meet growing demands, demonstrates the importance of working environments that support creativity and collaboration. Digital technology and new tools enable the exploration of creative solutions, while support from the workplace strengthens the individual's ability to think innovative. Human resource development that supports innovation and provides the necessary tools and support not only improves performance and efficiency but also contributes to achieving the goals of the organization in a more creative and effective way.

The agency's support for the development of ideas and innovations of officials, through channels such as discussion forums, brainstorming sessions, and ideas proposal systems, reflects commitment to human resource development. By encouraging involvement in innovative projects and providing the necessary training and resources,

the agency not only improves the efficiency and efficiency of work but also strengthens individual creativity and contributions. An environment that supports and facilitates innovation helps employees feel appreciated and motivated, which in turn contributes to achieving the goals of the organization more effectively.

Effective support to drive innovation involves various aspects related to human resource development. Providing access to resources, creating an environment that supports experimentation, and giving appreciation and recognition for innovative contributions helps boost staff motivation and engagement. Brainstorming sessions, discussion forums, managerial support, as well as incubation and training programs play an important role in helping staff develop and implement their ideas. All these forms of support contribute to the development of individual skills and creativity, as well as creating a dynamic and productive innovation ecosystem, which supports the achievement of organizational goals more effectively.

4.2.5 Research Limitations

The researcher limits the problem so that it is not so broad and causes perception so that the limitation of the problem in this study is limited to:
1. This research was only conducted at PT Parastar Distrindo *Branch Office* Southeast Sulawesi
2. This study intends to determine the influence of work environment, compensation and workload on employee *turnover intention* of PT Parastar Distrindo *Branch Office* Southeast Sulawesi.

The indicators carried out in this study for work environment variables according to Khasanah (2016) are a. Work atmosphere, b. Relationship with colleagues, c. Work facilities. Compensation according to Simamora (2015:445) the indicators are a. Wages and Salaries, b. Incentives, c. Allowances, d. Facilities. Workload according to Koesomowidjojo (2017:33) the indicators are a. Working conditions, b. Use of working time, c. Targets that must be achieved. and *Intention Turnover* according to Mobley (2016) the indicators are a. Thinking about exiting, b. Finding alternative jobs, c. Intention to exit.

V. CONCLUSIONS AND SUGGESTIONS

5.1 Conclusion

Based on the results of data analysis through proving the hypothesis that has been described, the conclusion of the study is:
1. The variables of Work Environment, Compensation and Workload simultaneously have a positive and significant effect on *Intention Turnover* at PT. Parastar Distrindo *Branch Office* Southeast Sulawesi.
2. Work Environment variables partially have a positive and significant effect on *Intention Turnover* at PT. Parastar Distrindo *Branch Office* Southeast Sulawesi.
3. The Compensation variable partially has a negative and significant effect on *Intention Turnover* at PT. Parastar Distrindo *Branch Office* Southeast Sulawesi.
4. The Workload variable partially has a positive and significant effect on *Intention Turnover* at PT. Parastar Distrindo *Branch Office* Southeast Sulawesi.

5.2 Suggestion

Based on the results of research, analysis, discussion and conclusions that have been put forward previously, the suggestions from the author are as follows:
1. For companies, the results of this research can be used as input to maintain and maintain the company's Work Environment, Compensation and Workload at PT. Parastar Distrindo *Branch Office* Southeast Sulawesi.
2. For the next researcher, it is hoped that other variables such as work stress and other things can be added, because it is very possible that other variables that are not included in the study have an effect on *Intention Turnover*. In addition, you can look for other companies to conduct a better and accurate analysis of *the company's* Intention Turnover.

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