

Time Demands of Work, What Does Really Matter? A Study on Stationery Companies in Jakarta

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Abstract. This study aims to examine and analyze the effect the time demands work, work stress, burnout on turnover intention and the performance of stationery distributor employees in Jakarta. This research was conducted on 60 respondents using a quantitative descriptive approach. The approach used in this research is Structural Equation Model (SEM) with Smart-PLS analysis tools. The results showed that the time demands of working, work stress, burnout have a significant positive effect on turnover intentions. The time demands of work have a significant positive effect on performance. Job stress and Burnout have a significant negative effect on performance. Turnover intentions have a significant negative effect on performance.

Keywords: Time Demands of Work, Job Stress, Burnout, Turnover Intention, Performance

1 Introduction

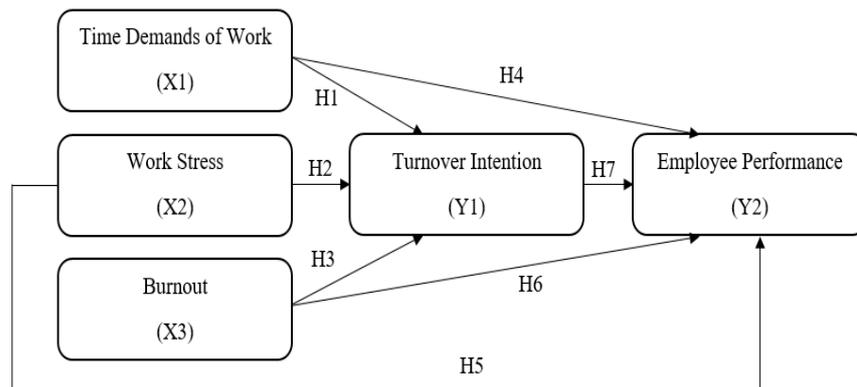
According to Soelton et al., Soelton and Atnani, Nurhayati et al., turnover intention is basically the same as the desire to move employees from one work place to another [1] [2] [3]. The high rate of employee turnover in a company can be seen from how much a desire to move an employee from an organization or company [1] [4] [5]. In managing resources properly, one of the ways is minimizing the turnover by taking into all factors that caused employee turnover intentions [2] [6] [7] [8].

Turnover intention has a negative impact on the organization, it had an impact of labor conditions instability, decreased employee productivity, non-conducive work atmosphere and also cause on increasing costs of human resources [3] [8] [9] [10]. Support from companies in the form of direction from a leader, motivation provided as employee encouragement, work discipline applied and the provision of facilities and work infrastructure can facilitate the achievement of goals to be achieved in employee performance [3] [11] [12] [13]. Based on previous research by Wickramasinghe [14] explained that the demands of working time have a positive and significant effect on employee turnover intentions, this explains that the higher the demands of working time perceived by employees will increase the employees' desire to resign from the company they work for. The low level of turnover intention in a company will have a good impact on the company because it can save the cost of recruiting new employees to replace outgoing employees, and the investment costs incurred in training and developing employees are not in vain [8] [15].

Research by Soelton and Yasinta [16], found a negative relationship between work stress and employee performance. Job stress is a symptom or feeling that can arise in a worker and can have an impact on an organization or company, which will have an impact on employee satisfaction, will affect employee performance, the study results that workload and work stress negatively affect employee performance where increased work stress and workload are also followed by a decrease in employee performance at work. Stress and workload can arise when employees cannot match job demands, it is unclear what job responsibilities are, lack of time in completing the tasks, lack of supporting facilities to carry out work, conflicting tasks, no supporting facilities to carry out work, conflicting tasks, are examples of triggers for all of this. two things. Increased work stress will cause external desires that exist in employees of Chandio et al. (2013). Job stress has a positive effect on turnover intentions where an increase in work stress is also followed by an increase in turnover intentions Qureshi et al. [17]. In addition to the demands of work time and work stress, fatigue is one factor that is indicated to affect turnover intentions. In the study, Kristiana et al. (2013), burnout has a positive and significant effect on turnover intentions. This shows that the higher burnout of employees, the higher the turnover intention will be. Furthermore, in Liu and Lo's [18], burnout had a significantly positive effect to the turnover intentions. However, Rahmawati's research [19] showed that burnout had no significant effect on turnover intentions. High turnover is caused by the imbalance of work time with workload. Work-related tension due to (i) lack of control and information and (ii) excessive workload Chong et al. (2015). Work time guidelines, based on studies on the impact of overtime, in Europe, state that to produce good working hours is 11 hours of rest a day with a working limit of 48 hours per week Burke et al. [20].

2 Conceptual Framework

The conceptual framework in this study aims to obtain research direction that shows that there is a relationship between Time Demands of Work, Work Stress and Burnout that affects Turnover Intention and Employee Performance, then the conceptual framework can be taken with the line of thought drawn in the structure diagram as shown below this:



As explained above, the proposed hypotheses are as follows:

H1: Time demands on work significantly affect turnover intentions.

H2: Work stress significantly influences turnover intention.

H3: Burnout has the effect to the Turnover Intentions significantly.

- H4: Time Demands for Work significantly affect Employee Performance.
- H5: Job stress has the effect significantly on employee performance.
- H6: Burnout has the effect significantly on employee performance.
- H7: Turnover Intention has the effect significantly on employee performance.

3 Methodology

This process requires research time from June 2019 to January 2020. In this study, given the relatively small population, the used sampling technique is saturated sampling, the authors take 60 respondents according to the population of employees who work as Sales, Finance, Accounting, HRD and the Purchasing division. In this study, the analytical method used is a Component or Model Structural Equation Based Variance and data processing uses Partial Least Square (Smart-PLS) version 3.2.8 PLS.

In term of sex, the respondents' majority were found to be women, they are around 52.8%, while women only represent 47.2% according to Figs. 1. The characteristics of demographic in term of work experience are distributed: most respondents have the sufficient of working experience, 38.1% of whom have 1-5 year of working experience, then employees who have experience less than one year are only 18.3%. Respondents who have experience for more than 10 years are 10.8%, and who worked between 5 years to less than 10 years amounting 32.8%.

4 Results and Discussion

4.1 The effect of Time Demands on Work Affects Turnover Intentions

Refer to the hypothesis test, the results obtained T-statistic value 2.871 original sample value 0.504, and P value 0.001. The value of T-statistic is greater than the T-table value of 1.96, it shows a positive value, and the value of P is less than 0.05, these results indicate that the demands of work time have a positive and significant effect on turnover intentions.

4.2 Effect of Job Stress Affects Turnover Intention

Refer to the hypothesis testing above, the value of T-statistic is 2.906, the value of original sample is 0.380, and the P value was 0.001. The value of T-statistic is greater than the T-table 1.96, it shows a positive value and the P value is less than 0.05, so that the results show that work stress has a significantly positive effect on turnover intentions.

4.3 Effect of Burnout on Turnover Intention

Refer to the hypothesis testing above, the value of T-statistic is 3.439, the value of original sample is 0.323, and the P value was 0.000. The value of T-statistic is greater than the T-table 1.96, it shows a positive value, and the value of P is less than 0.05, so that the results show that burnout has a significantly positive effect to the turnover intentions. In accordance with research from Jumadi et al. [7] and Nurhayati et al. [3].

4.4 Effect of Time Demands on Employee Performance

Refer to the hypothesis testing above, the result of the T-statistic is 2.411, the value of original sample is 0.402 and the P value is 0.001. The value of T-statistic is greater than the T-table 1,96, it shows a positive value, and the value of P is less than 0.05, so that it shows that, the demands of work time have a significantly positive effect on employee performance. In accordance with research from Soelton et al. [21].

4.5 Effect of Job Stress on Employee Performance

Based on the hypothesis testing above, the statistical value of T is 3.151, the original sample value is -0.316 and the P value is 0001. The value of T-statistic is greater than the T-table 1.96, the value of original sample has a negative result, and the value of P is less than 0.05, so the result shows that work stress has a significantly negative to the employee performance.

4.6 Effect of Burnout on Employee Performance

Based on the hypothesis testing above, a Refer to the hypothesis testing above, a T-statistic value of 3.817 was obtained, the original sample value is 0.302 and the P value is 0001. The value of T-statistic is greater than the T-table 1.96, the value of original sample shows a negative and the P value is less than 0.05, so that that burnout has a significantly negative to the employee performance. According to research from Soelton, Hardianti, Kuncoro, Jumadi [22].

4.7 Effects of Employee Substitution Intention

Refer to the hypothesis testing above, the results obtained 3,761 T-values, the original sample value is -0.481 and the P value is 0,000. The value of T-statistic is greater than the T-table 1.96, the value of original sample shows a negative and the P value is less than 0.05, so that the intention to move has a significantly negative effect on the employees' performance. In accordance with research from Soelton et al. [23].

5 Conclusion

Time demands of work, job stress, burnout have significantly positive effect on turnover intention. Time demands of work has a significantly positive effect on the employees' performance. Job stress, burnout have a significantly negative effect on the employees' performance. Turnover intention has a significantly negative effect on the employees' performance.

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