

THE INFLUENCE OF GROUP COHESIVENESS, PERSONALITY JOB-FIT, AND WORK STRESS ON TURNOVER INTENTION (BANK SUMUT SYARIAH KCP SIMPANG KAYU BESAR TANJUNG MORAWA)

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Abstract: *This research aims to determine the influence of group cohesiveness, personality job-fit, and work stress on employee turnover at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. This research uses quantitative methods. This research uses a quantitative method with a questionnaire research instrument with multiple regression analysis tools. With the sampling method using total sampling, with a population of 7 (seven) employees at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. The results of the research show that the influence of Group Cohesiveness is not significant on turnover intention $t_{count} < t_{table}$ $0.568 < 2.015$ and the resulting significance value is $0.610 < level\ of\ significance\ 0.05$. This means that the influence of Group Cohesiveness is not significant on turnover intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa, and the results of the research show that Job-Fit Personality has no significant effect on turnover intention $t_{count} < t_{table}$ $0.159 < 2.015$ and the resulting significance value is $0.884 < level\ of\ significance\ 0.05$. This shows that Personality Job-Fit has no significant effect on turnover intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa, and the research results show that Job-Stress has no significant effect on turnover intention $t_{count} < t_{table}$ $1.382 < 2.015$ and the resulting significance value is $0.261 < level\ of\ significance\ 0.05$. This shows that Work Stress does not have a significant effect on turnover intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa*

Keywords: *Group Cohesiveness, Personality Job-fit, Work Stress, Turnover Intention of Bank Sumut Syariah Employees*

1. Introduction

Bank Sumut Syariah is a Regional Development Bank which is currently still registered as a sharia business unit. This is different from competing banks which have become sharia commercial banks. Although apart from Bank Sumut Syariah there are still other sharia banks which are still registered as sharia business units, but when compared with sharia commercial banks as competitors, of course in this case the bank North Sumatra Syariah, which is a regional bank and is still registered as a sharia business unit, is not very well known among the public compared to Bank Mandiri Syariah, which is a sharia general bank. Turnover Intention is a human resource management topic that has been studied by experts for a long time and is still a topic that is relevant and hot to be brought to the surface. Turnover intentions are an employee's desire to leave a company or sever ties with a company, but have not yet reached the stage of changing jobs.

The Islamic view of turnover intention is contained in QS. Al-Qashash verse 77 is:

وَابْتَغِ فِيمَا آتَاكَ اللَّهُ الدَّارَ الْآخِرَةَ وَلَا تَنْسَ نَصِيبَكَ مِنَ الدُّنْيَا وَأَحْسِنْ كَمَا أَحْسَنَ اللَّهُ إِلَيْكَ وَلَا تَبْغِ يُحِبُّ الْمُفْسِدِينَ

Meaning: "And seek (reward) the land of the afterlife with what Allah has bestowed upon you, but do not forget your share in this world and do good (to others) as Allah has done good to you, and do not cause damage on earth. Indeed, Allah does not like people who do damage."

Group Cohesiveness can be understood as the strength of the way group members try to help each other and encourage group members to remain in the group and prevent them from leaving the group by forming strong bonds, emotional attachments. According to Walgito (in Didiet X-Fuera: 2014) group cohesion is how group members love and like each other. Group cohesion determines whether a group is strong or not. Many factors influence the cohesiveness of a group, one of which is the bond between members. The greater the cohesiveness of a group, the more obedient the group members will be. Conversely, the lower the level of group cohesion, the lower the group attachment. What is certain is that the group will split, and it can even give rise to groups within groups.

The Islamic view of Group Cohesives is found in QS. Al-Maidah verse 2 is:

...وَلَا تَعَاوَنُوا عَلَى الْإِثْمِ وَالْعُدْوَانِ وَاتَّقُوا اللَّهَ إِنَّ اللَّهَ شَدِيدُ الْعِقَابِ

Meaning: "And help you in (doing) righteousness and piety, and do not help in committing sins and enmity. Fear Allah, indeed, Allah is very severe in punishment."

As for Personality Job-fit, according to Berahmawati (in Ratih Indriyani: 2021) says that person job-fit is a match between job characteristics and the individual's ability to carry out the job. According to Lee et al (in Triana Yuni Saputri: 2022) person job fit concerns the relationship between individual characteristics and certain job characteristics. employee whounable to adapt to their work, they will always complain and lack enthusiasm in carrying out their duties at work.

Work Stress according to Veithzal (in Tri Wartono: 2017) Work stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes and condition of an employee, in this case the pressure is caused by the work environment where the employee is. Work. According to Smet (in Asmadhini H. Rahmah: 2021) work stress that occurs in an employee can be caused by two factors, namely external factors and internal factors. External factors are factors that include organizational factors and work environment conditions such as work environment and workload. Meanwhile, internal factors include the physical and psychological conditions of employees such as individual characteristics, job insecurity and job satisfaction.

The Islamic view of Work Stress is found in QS. Al-Insyira verses 5-6, namely:

فَإِنَّ مَعَ الْعُسْرِ يُسْرًا

Meaning: "Because indeed after hardship there is ease,"

إِنَّ مَعَ الْعُسْرِ يُسْرًا

Meaning: "Indeed, after hardship there is ease."

The phenomenon discovered by researchers is that, based on the results of interviews and pre-research conducted by the author regarding the research title and the phenomenon raised, group cohesiveness has been implemented quite well in the company, because all employees in the company communicate well, because with all communication activities must be well established between individuals, groups and organizations, and help each other in dealing with the tasks they are carrying out, and always think positively. The author also found that several employees thought that their current work was barely in line with their abilities and several other employees stated that all work must be undertaken and enjoyed and grateful.

Furthermore, some employees also do not feel stressed because all employees have worked for 6 to 12 years, so it is very unlikely that employees will experience stress at work. As stated by Aminudin Salim as administrative staff, he is of the opinion that Group Cohesiveness or group cohesiveness in Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa has a good relationship, because they communicate well with each other so that there are no negative thoughts and are polite. Aminuddin Salim also said that he is not burdened with the work he is doing now, and feels very happy. So I never thought about moving to another job.

In contrast to the opinion of Indra Budi Rinaldi, who also holds the position of administrative staff, he stated that he is burdened and stressed by the work he is currently undertaking, and feels that the position he is currently in does not suit his abilities. Indra Budi Rinaldi has also experienced health problems as a result of the job you are doing, so you often think about leaving or moving from the job you are doing. This shows that Group Cohesiveness, Personality Job-fit, and Work Stress can have a positive or negative effect. From the above phenomenon, researchers are interested in conducting research on the influence of Group Cohesiveness, Job-Fit Personality, and Job Stress on the North Sumatra Syariah Bank KCP Simpang Kayu Besar Tanjung Morawa.

2. Research Methods

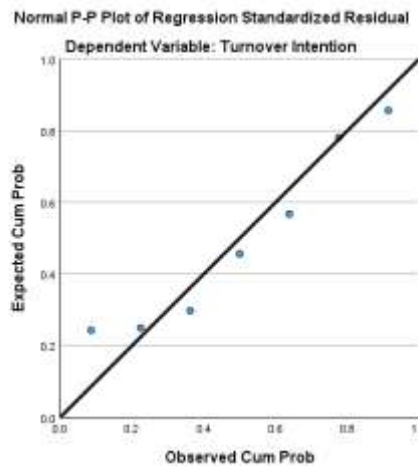
This research uses quantitative research, namely research that uses a list of questions or questionnaires in data collection. According to Sugiyono (2018; 13) quantitative data is a research method based on positivistic (concrete data), research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being studied to produce a conclusion. Positivistic philosophy is used in certain populations or samples. According to Sugiyono (2018; 13). Quantitative is a positivist (data) based research method. tangible, research data in the form of numbers that are measured. Statistics as a computer testing tool related to the problem being studied makes conclusions. Positivist philosophy is used by certain populations or samples. This research was conducted on employees of Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa, with a research population of 7 employees, and the sampling technique in the research was to use total sampling, namely the entire population was used as a sample, namely 7 employees of Bank Sumut Syariah KCP Simpang Kayu Besar Cape Morawa. The data collection technique in this research is by using observation, questionnaires, interviews. The data analysis techniques used in this research are validity and reliability tests, descriptive statistical analysis, namely normality test, multicollinearity test, heteroscedasticity test, multiple regression test, T test, F test, R test.

3. Results and Discussion

a. Normality test

The aim is to test whether in a regression model, the dependent variable, independent variable or both have a normal distribution or not. A good regression model has a normal or close to normal distribution. Data is said to have a normal distribution seen from the distribution of the data on the diagonal axis of the graph. The basis for decision making is as follows: If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression model meets normality. If the data spreads far from the diagonal line and does not follow the direction of the diagonal line, then the regression model does not meet normality.

Normality test



From the graph above, you can see that the data is spread around the diagonal line, and the distribution follows the diagonal line, this means the data is normally distributed. And with this the regression model is suitable for use in research.

b. Multicollinearity

Multicollinearity is detected using tolerance values and variance inflation factor (VIF). Tolerance measures the variability of a selected independent variable that cannot be explained by other independent variables. So a low tolerance value is the same as a high VIF value (because $VIF = 1/tolerance$) and indicates high collinearity. The cutoff value that is commonly used is a tolerance value of 0.100 or the same as a VIF value below 10. From the data that researchers have analyzed, the following results were obtained:

Table 1. Multicollinearity test

MODEL	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Group Cohesiveness	0.773	1,293
Personality Job-Fit	0.884	1,184
Work Stress	0.825	1,212

Source: Data processing results

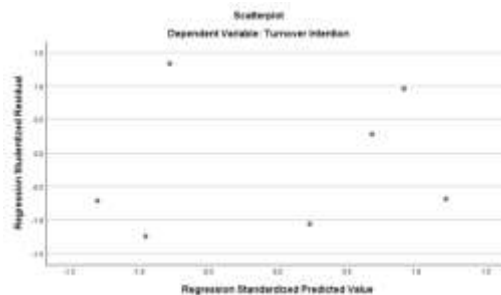
The explanation of the multicollinearity test table above is that the variables Relevance, reliability, comparability, consistency, and can be calculated, have a tolerance value of less than 1, as well as a VIF number of less than 10, so it means that there is no multicollinearity in the data.

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in regression there is inequality of variance from the residuals of one observation to another. If the variance from the residual from one observation to another observation is constant, it is called homoscedasticity. A good regression model is one where heteroscedasticity or homoscedasticity does not occur. The way to detect the

presence or absence of heteroscedasticity can be done by looking at the graph plot between the predicted value of the dependent variable and its residual. Detection of the presence or absence of heteroscedasticity can be done by looking at the presence or absence of certain patterns on the scatterplot graph:

Heteroscedasticity Test



Based on testing heteroscedasticity with graphic analysis, according to Ghozali (2011: 139), the basis of analysis to determine whether or not there is heteroscedasticity with a scatterplot is that if there is no clear pattern, and the points are spread above and below zero on the Y axis, then heteroscedasticity does not occur. From the graph above, the distribution of data does not form a particular pattern, which means there are no symptoms of heterodasticity in the regression model.

d. Multiple Regression Analysis

This analysis is to determine the relationship between the independent variable and the dependent variable, whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable increases or decreases. The data used is usually interval or ratio scale.

Table 2. Results of Multiple Linear Regression Equation Testing

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	36,076	28,676		1,258	,297
Group Cohesiveness	-.462	,813	-.282	-.568	,610
Personality Job-Fit	.126	,794	,075	,159	,884
Work-Stress	-.622	,450	-.663	-3,382	,000

Source: Data processing results

$$Y = \alpha + B1X1 + B2X2 + B3X3 + e$$

$$Y = 36,076 + -0.462X1 + 0.126X2 + -0.622 X3+ e$$

The linear regression equation can be interpreted as follows:

1. The constant value (α) of 36,076 one unit states that if the variables Group Cohesiveness, Personality Job-fit and Work Stress are considered constant or equal to zero (0), then Turnover Intention has a value of 36,076 one unit.

2. The Group Cohesiveness regression coefficient is -0.462 one unit. This states that if Group Cohesiveness is implemented well, Turnover Intention will decrease by -0.462 one unit and vice versa.
3. The Personality Job-Fit regression coefficient is 0,126 one unit This states that if Personality Job-Fit is implemented well, Turnover Intention will decrease by 0.126 one unit and vice versa.
4. The Work Stress regression coefficient is -0.622 one unit. This states that if Work Stress is implemented well, Turnover Intention will decrease by -0.622 one unit and vice versa.

e. t test

The results of the T test to see the influence of Group Cohesiveness, Personality Job-Fit, and Job Stress on Intenrion Turnover at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa can be seen in the following table

Table 3. t Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	36,076	28,676		1,258	,297
Group Cohesiveness	-.462	,813	-.282	-.568	,610
Personality Job-Fit	.126	,794	,075	,159	,884
Work-Stress	-.622	,450	-.663	-3,382	,000

a. Dependent Variable: Turnover Intention

From the t test explained above, it can be interpreted to see the influence of group cohesiveness, personality job-fit, and work stress on employee turnover at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa as follows:

1. Group Cohesiveness So it is stated that there is no significant influence of Group Cohesiveness on Turnover Intention.
2. Personality Job-Fit So it is stated that there is no significant influence of Personality Job-Fit on Turnover Intention.
3. The effect of Work Stress So it is stated that there is no significant influence of Work Stress on Turnover Intention.
4. The influence of Group Cohesiveness, personality job-fit does not have a significant effect on Turnover Intention which can be seen in Group Cohesiveness (X1) $t_{count} < t_{table}$, the resulting value is $0.568 < 3.182$, so it can be interpreted that H_0 is accepted and H_1 is rejected, and the resulting significance value is $0.610 >$ level of significance is 0.05 and Personality Job-Fit (X2) on Turnover Intention $t_{count} < t_{table}$ the resulting value is $0.159 < 3.182$, so it can be interpreted that H_0 is accepted and H_1 is rejected and the resulting significant value is $0.884 >$ level of significance 0.05. However, in Work Stress (X3) $t_{count} > t_{table}$ the resulting value is $3.382 > 3.182$ so it can be interpreted that H_0 is rejected and H_1 is accepted and the resulting significant value is $0.000 <$ level of significance 0.05. So it can be stated that there is a significant influence of Work Stress on Turnover Intention.

f. F test

The results of the F test for the Influence of Group Cohesiveness, Personality Job-Fit, and Job Stress on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa can be seen in the following table:

Table 4. F Test Test Results

Model	Sum of Squares	Mean Square	F	Sig.
Regression	16,237	5,412	0.756	.588b
Residual	21,477	7,159		

- a. Dependent Variable: Turnover Intention
- b. Predictors: (Constant), Work Stress, Personality Job-Fit, Group Cohesiveness

From the results of the F test, the value $F_{count} < F_{table}$ or $0.756 < 5.41$ and the resulting significant value is $0.588 > 0.05$, it can be concluded that the independent variables include Group Cohesiveness (X1), Personality Job-Fit (X2) and Work Stress (X3) simultaneously has no influence on the dependent variable, namely Turnover Intention (Y).

g. Coefficient of Determination (R Square)

The coefficient of determination (R square) essentially measures how far the model's ability to explain dependent variation. The coefficient of determination values are 0 and 1. The greater the R square of an independent variable, the more dominant the influence on the dependent variable. The coefficient of determination can be determined as follows:

Table 5. Determination Test Results (R Square)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.656a	0.431	-0.139	2.67565

- a. Predictors: (Constant), Work Stress, Personality Job-Fit, Group Cohesiveness

Based on the table above, an R Square figure of 0.431 or 43.1% can be obtained. This shows that Turnover Intention is influenced by the variables Group Coheaviness, Personality Job-Fit and Work Stress by 43.1% and around 56.9% can be explained by the variables other than the model. This shows that the better Group Cohesiveness, Personality Job-Fit and reduced Work Stress, the lower Turnover Intention will be in employees. The rest is influenced by other factors that were not revealed in this research.

Discussion

1. Group Cohesiveness influences Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa?

The results of the research show that the influence of Group Cohesiveness does not have a significant effect on Turnover Intention $t_{count} < t_{table}$ the resulting value is $0.568 < 3.182$ and the resulting significance value is $0.610 >$ level of significance 0.05. So the hypothesis decision is that the first hypothesis is not accepted to state that the effect of Group Cohesiveness is not significant on Turnover Intention, meaning that H1 is rejected. This means that the influence of Group Cohesiveness is not significant on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa.

This research is not in line with the results of previous research such as research. (Novia Annisa Putri: 2018). Based on Table 1, the results of the t-test directly between the variables cohesiveness and turnover intention, obtained a t-count of 4.14. The t-count > t-table value so that H3 is accepted. These results also show that the cohesiveness variable has a direct negative effect on turnover intention with an estimated value of the model loading factor of -0.22. This means that the better the cohesiveness, the lower the turnover intention.

2. Personality Job-Fit influences Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa?

Personality Job-Fit has no significant effect on Turnover Intention tcount < ttable the resulting value is 0.159 < 3.182 and the resulting significant value is 0.884 > level of significance 0.05. So the hypothesis decision is that the second hypothesis is not accepted to state that the influence of Personality Job-Fit is not significant on Turnover Intention, meaning that H2 is rejected. This means that the influence of Personality Job-Fit is not significant on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. The results of this study are not in line with previous research. (Agustie Firdaus Alamsyah: 2022) Based on the research results above, the magnitude of the influence of personality job-fit on the turnover intention of Bank BSI KC Kediri employees is 3,397 where the t-count value is 3,397 > 1,681 t-table. Meanwhile, the p-value of personality job-fit is 0.001 < 0.50. From this test, it can be concluded that hypothesis 2 regarding personality job-fit having a positive and significant influence on turnover intention among Bank BSI KC Kediri employees is accepted.

3. Work Stress influences Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa?

Work Stress has a significant effect on Turnover Intention tcount > ttable the resulting value is 3.382 > 3.182 and the resulting significant value is 0.000 < level of significance 0.05. So the hypothesis decision is that the third hypothesis is not accepted to state that the influence of Personality Job-Fit is not significant on Turnover Intention, meaning that H3 is accepted and H0 is rejected. This means that the influence of Work Stress is significant on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. The results of this study are in line with previous research. (Samrotu Sa'adah: 2018) The correlation coefficient result of the R value obtained is 0.571. There is also an R2 value of 0.326 or 32.6%, which shows that the work stress variable has an influence on turnover intention of 32.6%. Meanwhile, the R value or correlation coefficient shows the strength of the relationship between work stress and turnover intention. The R value obtained was 0.571 in the coefficient interval between 0.40-0.599, which means that the level of correlation between the work stress variables and turnover intention is moderate.

4. Conclusion

Based on the research analysis and discussion results that have been described, it can be concluded. Group Cohesiveness (X1) has a negative influence on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. This shows that the higher the level of Group Cohesiveness in employees, the lower the level of Turnover Intention at Bank Sumut

Syariah KCP Simpang Kayu Besar Tanjung Morawa. Personality Job-fit (X2) has a negative influence on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. This shows that the more appropriate the work of employees, the lower the level of Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. Work Stress (X3) has a negative influence on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. This shows that the lower the level of Work Stress in employees, the lower the level of Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa. The results of the research show that the influence of Group Cohesiveness does not have a significant effect on Turnover Intention $t_{count} < t_{table}$ the resulting value is $0.568 < 3.182$ and the resulting significance value is $0.610 >$ level of significance 0.05.

This means that there is no significant influence of Group Cohesiveness on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa, and the results of the research show that the influence of Personality Job-Fit does not have a significant influence on Turnover Intention $t_{count} < t_{table}$ the resulting value is $0.159 < 3.182$ and the value The resulting significance was $0.884 >$ level of significance 0.05. This shows that there is no significant influence of Personality Job-Fit on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa, and the results of the research show that the influence of Work Stress does not have a significant influence on Turnover Intention $t_{count} < t_{table}$ the resulting value is $3.382 < 3.182$ and The resulting significant value is $0.000 >$ level of significance 0.05. This shows that there is no significant influence of Work Stress on Turnover Intention at Bank Sumut Syariah KCP Simpang Kayu Besar Tanjung Morawa.

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