

INFLUENCE WORK MEANING AND CONDITIONS WORKER INDIVIDUAL TO INTENTION FOR STAY MEDIATED BY WORK-FAMILY-CONFLICT IN EMPLOYEES IN SERVICE COMPANIES

Salma Sintya¹, Mohamad Trio Febriyantoro², Zulkifli³, Dede Suleman⁴, Fendi Saputra⁵, Yohanes Totok Suyoto⁶

^{1,2,3,4,5,6}Department of Management & Jaya Launch Pad, Pembangunan Jaya University

Corresponding_Email: salma.sintyajuliana@student.upj.ac.id

ABSTRACT

Research this aim for researching influence profession meaning and condition worker individual to intention for stay mediated by conflict family work for employees in the company field services . Research design this use method study quantitative with Structural Equation Modeling model and using Smartpls.40 software. Data collection techniques using questionnaire with intermediary Google Form, and the number of samples is 124. Research results this showing that profession meaning have influence negative and no significant to work family conflict , work family conflict have influence positive and significant to intention for residence and conditions worker have influence positive and significant to work family conflict on employees in the company field services.

Keywords: work meaning, condition worker, intention for live, work family conflict.

1. INTRODUCTION

Companies can defined as formed institution like a organization with destination provide various goods or services . turnovers is a definite problem once occur in part big company . turnovers happens on a whim aware and with on purpose for leave a organization or company. Turnover refers to estimates probability individual who will leave organization in several point in time close (Jackson & Jackson, 2019) . Intention for stay have role important in life a employee . Quality life profession show that balance Among life personal and life work will leads to commitment employee for permanent stay (Agus & Selvaraj, 2020) . Along with results that study this show that experience individual previously possible considered as factor important in influence intention for stay at the company moment this . Quality life work affect intention for stay with conceptualize life work or life home, design work, context work and the world of work in dimensions quality life work (Agus & Selvaraj, 2020) . because that , entrepreneur need emphasize place work showing values interesting in EVP context for make employee feel great and stay in the organization (Raj, 2020) .

Meaningful work refers to what signifies something, so the 'meaning' is related tightly with making meaning - the cognitive process by which people make sense of experience they are one of the motivating factors main in engagement with employees (Allan et al., 2019) . Similarly, other research in the field meaningful work has highlight what sense of meaningfulness high job mediate connection Among leadership transformational and diverse results profession employee. Perception individual about condition profession they is more predictor good from conflict work-to-family individual and mental health .

In work-family-conflict, family is an important factor in life someone , and can influence circumstances emotional employees inside and outside _ profession (Agus & Selvaraj, 2020) . When a employee experience problem big Among demands work and needs family , tendencies for stop from profession will be very high . Shows leaders caring organization about presence, absence because pain, and productivity will do it with good to focus on conditions profession with method reduce demands work and conflict work-to-family for increase employee mental health and conditions profession could framed with good as characteristics team , assessment owned together shared by members team. this could challenge framing conflict work-to-family as " problem personal " and give Support for conflict work-to-family as incompatibility organizational based structure work social (Allen et al., 2019) . Work-family-conflict can give impact negative to well-being individuals and organizations so that influence intention for live in one company (Mansour & Tremblay, 2018) . Indeed, study previously show that WFC affects commitment organization, stress in place work, performance recovery service, intent change, satisfaction work and fatigue.

Indonesia is initiator formation coalition sector services . According to S. Nuraini's research (2016), company service the more year will develop in accordance with the state of the times. Connection each other

influence Among company and society is at in mutual sides _ need . So that type companies are also growing develop remember the more there are many needs society . Sector service play very important role in Indonesian economy . ISD data shows the service sector move 51% of the Indonesian economy and growing very fast. _ In Thing provision field work , service sector creating 43% of the total field work in Indonesia (M. Sarwani , 2015). DKI Jakarta Province noted growth the DKI Jakarta economy from side sector service still experience relative contraction in 2020 (Bisnis.com 2020). Intention for live on employee on employee , be one _ factor most important inside something company . Researcher interested for To do study to employees at the company services , based on phenomenon that occurs with title research “ Influence profession meaning and condition worker to intention for stay mediated by work family conflict”.

2. LITERATURE REVIEW

2.1. Intention To stay

The characteristic “intention to stay” refers to the possibility that an employee will remain with the organization (Binu Raj, 2020). Intention to stay is also influenced by one of them, namely the quality of work life, because it conceptualizes work life/home life, work design, work context, and the world of work as dimensions of quality of life at work (Agus & Selvaraj, 2020). And the intention to stay also has an important role in the life of an employee. Because there is a relationship with the quality of work life, it shows that a balance between personal life and work life will lead to employee commitment to stay (Agus & Selvaraj, 2020). Described as something valuable because the intention to stay increases employee commitment to an organization (Shanker, 2018). The intention to stay is also influenced by work-family-conflict which has employees who are stressed due to work, if this cannot be overcome the only way out is to quit their job (Bellamkonda et al., 2021).

2.2. Work Family Conflict

In work-family-conflict , family is an important factor in one's life, and can affect the emotional state of employees inside and outside of work (Agus & Selvaraj, 2020). Work-family-conflict can have a negative impact on the welfare of employees and the organization so that it affects the intention to stay in a company (Mansour & Tremblay, 2018). In families, single parents, type of work, and marital status can affect work-family- conflict (Allen et al., 2019). It is known that work-family-conflict includes characteristics (number of children, focal age of children), and sociodemographic characteristics (gender, race/ethnicity, age, education, employment status) (Allen et al., 2019). Work family conflict is conceptualized as "a form of inter-role conflict in which the role pressures of the work and family domains conflict with one another (Aboobaker et al., 2020).

2.3. Meaningful Work

Individual perceptions of their working conditions are better predictors of mental health (Allan et al., 2019). The concept of meaningful work is unidimensional and accepts workers' perceptions that their work is valuable or important (Allan et al., 2019). Meaningful work has been studied in the context of the labor market, career-related market or one's job (You et al., 2021). Being meaningful at work has a subjective meaning because it depends on work arrangements or the specific assignments of employees (You et al., 2021). In order for employees to fulfill basic psychology that leads to meaningful work and shows improvement (Hulshof et al., 2020).

2.4. Working conditions

Unpleasant working conditions and work-related stress can lead to poor work quality and can affect employee health (Goetz et al., 2019). One of the factors that affect the condition of workers is the family, when an employee experiences major problems between work and family demands the tendency to quit work will be very high (Agus & Selvaraj, 2020). Health is also a major factor that must be considered in working conditions for employees (Hennekam et al., 2020). Mental health conditions, such as depression in workers' conditions, have a negative impact on employee performance (Hennekam et al., 2020). It is known that stress factors due to work family conflict in the workplace affect workers' conditions (Agus & Selvaraj, 2020).

2.5. Research Hypothesis

2.5.1. Influence work-family-conflict to Intention for stay

Work-family-conflict affects employees who have work stress , against intention for stay . Because if no can overcome , way discharge that is stop from his job Bellamkonda et al (2021) . According to study Agus & Selvaraj (2020) , work family conflict given influence positive by intent for stay , in life a employee . Because of quality life profession show that balance Among life personal and life work will leads to

commitment employee for permanent stay . High work-family - conflict could give impact negative to well-being individuals and organizations so that influence intention for live in one company Mansour & Tremblay (2018) . According to results study Aboobaker et al (2020) , work family conflict could give negative influence on intention for stay . And according Binu Raj (2020) intention for stay negative effect on work-family-conflict because cause happening turnover intention consequence conflict in the family . Based on results study above , then could built hypothesis as give t . In study Ollo-López & Goñi-Legaz (2017) work family conflict negative effect because is stress factor for employee to intention for stay in life home and life work . Based on results study above , then could built hypothesis as following .

H1 Work-family-conflict take effect significant to intention for stay .

2.5.2. Influence profession meaning to work-family-conflict

In study Allan et al (2019) meaningful work _ affect work family conflict on employees , because if a employee gape something profession have meaning for himself , so will responsible answer full to his job although there is conflict to-family . Work meaning could give negative effect as a result factor from work-family-conflict , because increase problem deficiency for example absence , turnover , and interrupt performance and productivity employee Goetz et al (2019) . According to results study Oelberge (2019) profession meaning take effect positive and significant to work-family-conflict . And according results study Allan et al (2019) profession meaning take effect positive and significant to work-family-conflict. Based on results study above , then could built hypothesis as following .

H2 Meaningful work have influence significant to work family conflict.

2.5.3. Influence condition profession against work-family-conflict

Condition work and relationships with work family conflict which is not fun , resulted stress related profession could cause quality bad work _ Goetz et al (2019) . In study Agus & Selvaraj (2020) in work-family-conflict, family is an important factor that can influence condition work , and can influence circumstances emotional employees inside and outside _ job . According to results study Hennekam et al (2020) condition profession take effect significant to work-family conflict situation . And according study Goetz et al (2019) condition profession take effect positive and significant to work family conflict, because employees who have commitment and passion high work . _ Based on results study above , then could built hypothesis as following.

H3 Condition profession have influence to work family conflict.

2.6. Research Model

Based on hypotheses on so could built framework conceptual or research models as in figure 1.

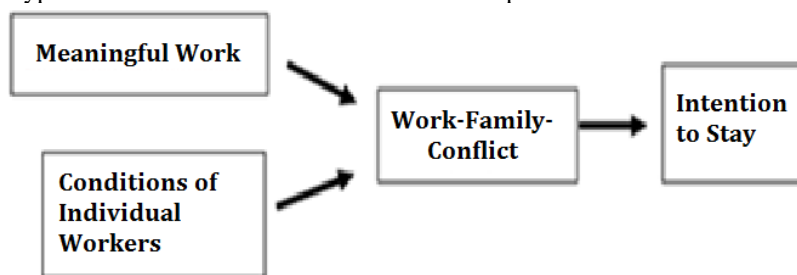


Figure 1. Research Model

3. METHOD

Research design this use method study quantitative . Quantitative data collection in huge amount involve objective knowledge _ through method scientific . Characteristics from study quantitative that is push individual and meaning experience and variety phenomena in social (Mcbeath , 2020).

Population in research this is employees working in the company field services . Data collection techniques through questionnaire that has been tested its validity and reliability . data in study this use intermediary that is questionnaire on Google forms. With the number of samples is 124. Using technique Structural Equation Modeling (SEM) research with application SmartPLS 4.0.

Outer Model Evaluation

1. Outer Loading

The value of the factor loading on the latent variable with the indicators . Expected value > 0.7 . In results study Table 1, there several indicators of value low . So that conducted testing return with remove some indicators on the variable that has score low that is KP 3 and NUT 2 variables .

Table 1. Outer Loadings

Variable	Condition Work	Intention for stay	Work meaning	Work family conflict
KP1	0.889			
KP2	0.73			
NUT1		0.743		
NUT3		0.814		
PB1			0.851	
PB2			0.602	
PB3			0.772	
WFC1				0.717
WFC2				0.81
WFC3				0.829

After To do testing back on the data Table 1, results state that whole indicator Fulfill criteria because have value > 0.6 .

2. Construct Validity

Table 2. Average Variance Extracted

Variable	Average variance extracted (AVE)
Condition Worker	0.662
Intention for stay	0.607
Work meaning	0.561
Work family conflict	0.619

Table 2 above show that score Average Variance Extracted (AVE) can said (valid) because have value > 0.5 (Tri ratnawati , 2018) . With so , can stated that each variable has have good construct validity . The results in Table 2 state that the data has Fulfill criteria because > 0.5 with AVE Condition value worker 0.662, Intention for living 0.607, Employment significant 0.561 and Work family conflict 0.619.

3. Validity Discriminant (Fornell Lacker Criterion)

Validity discriminant use score Fornell Lacker Criterion . Something indicator stated Fulfill validity discriminant if score Fornell Lacker Criterion on indicators the variables is the biggest compared to variables other (Kosasi, 2022) . The test results in Table 3, all indicator has Fulfill criteria because the value of the variable in question more big from other variables .

Table 3. Discriminant Validity

Variable	Condition Worker	Intention For Stay	Work Meaningful	Work Family Conflict
KP	0.765			
NUT	0.366	0.664		

PB	0.513	0.449	0.745	
WFC	0.368	0.54	0.228	0.789

In table 3, can is known if each indicator on each variable have score Fornell Lacker Criterion more big from other variables . According to research by R. Winda (2018), p this show if the indicators used in study this has Fulfill good discriminant validity in arrange each variable .

4. Reliability

Table 4. Composite Reliability

Variable	Composite Reliability (rho_c)
Condition Work	0.795
Intention For Stay	0.755
Work Meaningful	0.79
WorkFamily Conflict	0.829

According to study Hidayat & Ferdiansyah (2011) , on composite reliability values . Variable _ said have high reliability _ if composite reliability value above 0.70. this show , if all variables in Table 4 are fulfilled composite reliability because value on recommended figure , ie _ above > 0.7 which means already Fulfill reliable criteria . From the results testing the data in Table 4, all the variables above stated Fulfill criteria because have results above 0.7 ie _ Condition work 0795, Intention for living 0755, Employment mean 0.79 and Work Family Conflict 0.829.

Evaluation of the Inner Model

a . R-Square (Determinant Coefficient)

Table 5. R – Square

Variable	R-Square	R-Square adjusted
Intention for stay	0.237	0.231
Work family conflict	0.142	0.128

In Table 5 , can is known if R-Square value of Intention for stay of 23.1% influenced by work meaning and condition workers , while 76.9% is influenced by other factors outside the variables studied . The R-Square value for work family conflict means 0.128 work family conflict of 12.8% influenced by intention for stay , while 87.2% is influenced by other factors outside the variable that has been researched .

b. Path Coefficient

Table 6. Path Coefficient

Variable	T statistics (O/STDEV)	P Values
KP -> WFC	3,371	0.001
PB -> WFC	0.737	0.461
WFC -> NUTs	6,186	0.000

Two hypothesis could said influential and significant if score which generated T. Statistics more of 1.96 and P Value not enough from 0.5. as said by Tri Ratnawatiaa (2018) if one hypothesis no proven significant . And the influence of exogenous and endogenous variables can said influential and significant if results data testing in Table 6 can stated as following :

- H1 or hypothesis first accepted , because work family conflict has influence positive and significant with T. Statistics 6,186 more of 1.96 and the value of P Values 0.000 which not enough from <0.5.

- b) H2 or hypothesis second rejected , because Work meaning have influence negative and no significant with T. Statistics 0.737 more of 1.96 and the value of P Values 0.461 which more from >0.5 .
- c) H3 or hypothesis third , because Condition worker have influence positive and significant with T. Statistics 3,371 more of 1.96 and the value of P Values 0.001 which not enough from <0.5 .

c. Q² Square

Table 7. Q – Square

Variable	Q ² Predict
NUT1	0.007
NUT3	0.054
WFC1	0.025
WFC2	0.076
WFC3	0.065

Value of Q² Square have range 0-1, increasingly closer to 1 more ok . In Table 7, shows that such models not enough has predictive relevance (Desi Purnama Sari, 2018) . The results in Table 7, stated that all variables show not enough have predictive relevance because not enough from <1 .

4. RESULT AND DISCUSSION

Influence Work Meaningful to Work Family Conflict

Work meaning have influence negative and no significant with T. Statistics 0.737 more of 1.96 and the value of P Values 0.461 which not enough from 0.5. So that profession meaning no influence work family conflict . In study Allan et al (2019) meaningful work affect work family conflict on employees , because if a employee gape something profession have meaning for himself , so will responsible answer full to his job although there is conflict to-family . Work meaning could give negative effect as a result factor from work-family-conflict, because increase problem deficiency for example absence , turnover , and interrupt performance and productivity employee Goetz et al (2019) .

Influence WorkFamily Conflict to Intention For stay

Work family conflict have influence positive and significant with T. Statistics 6,186 more of 1.96 and the value of P Values 0 which not enough from 0.5. And every increase by 1 Work family conflict will positive increase Intention for stay as big 0.487.. According to study Agus & Selvaraj (2020) , work family conflict given influence positive by intent for stay , in life a employee . Because of quality life profession show that balance Among life personal and life work will leads to commitment employee for permanent stay.

Influence Condition Worker to WorkFamily Conflict

Condition worker have influence positive and signicant T. Statistics 3,371 more of 1.96 and the value of P Values 0.001 which not enough from 0.5. And every increment 1 condition worker have will positive increase Work family conflict of 0.086. In study Agus & Selvaraj (2020) in work-family-conflict, family is an important factor that can influence condition work , and can influence circumstances emotional employees inside and outside _ job . According to results study Hennekam et al (2020) condition profession take effect significant to work-family conflict situation . And according study Goetz et al (2019) condition profession take effect positive and significant to work family conflict, because employees who have commitment and passion high work.

5. CONCLUSION

Based on results research on test data that has been described , so could concluded as following :

1. Work meaning have influence negative and no significant on work family conflict among employees company field services, so profession meaning no affect work family conflict .
2. Work family conflict has influence positive and significant to intention for stay , so exists increase in work family conflict will increase intention for stay .

3. Condition worker have influence positive and significant on work family conflict among employees company field services, so exists enhancement condition worker will increase intention for stay

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