Analysis of Mutation and Turnover Intention: Work Environment

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Abstract: The article Literature Review of Mutation Analysis and Turnover Intention: Work Environment is a scientific article that aims to build a research hypothesis on the influence of variables that can be used in further research. The writing method used in this study is the library research method, the sources of which come from Google Scholar, Mendeley, and previous articles that are relevant to this research. The results of this study are: 1) The work environment is related to mutations; 2) The work environment is related to Turnover Intention; and 3) Mutations related to Turnover Intention. Apart from the exogenous variables above that affect endogenous variables, there are other factors including leadership, wages and coworkers.

Keywords: Work Environment, Mutation, Turnover Intention

INTRODUCTION

The world of work, such as a company and an agency, consists of various policies and its own culture. In addition, the form of company activities is a factor that causes different work cultures between companies. For example, a garment company has a diverse work culture and habits than a food and beverage company or other companies. Practices and corporate culture must be accepted by every worker who works at the company. However, some workers need help to follow and adjust to the company's customs and beliefs. Differences in company habits and culture mean that employees need help to carry out their jobs properly. Signs of workers unable to carry out their work correctly can be seen in their work motivation, work results, work enthusiasm and communication between co-workers. If this is present in the employee, it will lead to thoughts of turnover intention. In addition, employee performance that is not good due to differences in culture and habits will impact the transfer of these workers from the company. Their work environment also makes makes the thought of employee turnover arise.

Formulation of the problem
Based on the background of the problems above, the researcher determines the formulation of the problem as follows:
1. Does the Work Environment relate to Mutations?
2. Does the Work Environment relate to Turnover Intention?
3. Are Mutations related to Turnover Intention?

**LITERATURE REVIEW**

**Mutation**

A mutation is a change in position, workplace, and work usually done in a company or organization. A modification is one of the actions of changing or moving an employee from the job he usually does to another job at a level even below or above it. A mutation is a one-way companies or organizations transfer an employee's duties from the old company or organization to the new organization due to certain factors. Mutation indicators include: Experience, Knowledge, Needs and Responsibilities (Ambarita & Ridho, 2015).

Mutations have been investigated by previous researchers, eg: (Sari, Onsardi, & Arianto, 2020) and (Runtuwene, Tewal, & Mintardjo, 2016).

**Turnover Intention**

Turnover intention is the behaviour of permanently resigning by an organization or company employee. Turnover intention is a benchmark in assessing the tendency of an employee to stop working at a company or organization or for other reasons. Turnover intention is the desire of a company employee to move from the company they currently work for to another company for specific reasons. Indicators of turnover intention include: 1) absenteeism, increased protests against leaders and increased rules violations (Bawono & Lo, 2020).

Turnover intention have been investigated by previous researchers, eg: (Kusuma & Syah, 2020) and (Situmorang & Wardhani, 2022).

**Work Environment**

The work environment is everything that surrounds employees when they work, where the working environment conditions affect employees in obtaining security, comfort and satisfaction while they work. The work environment is the whole of the tools and materials that are in front of the worker where someone works. The work environment is a condition related to the employee's workplace. Work environment indicators include Workplace safety, workplace comfort and workplace layout (M Ridho Mahaputra, 2022).

Work environment have been investigated by previous researchers, eg: (Saputra & Mahaputra, 2022a), (M. R. Putra, Yandi, & Maharani, 2020), (Pawirosuwarto, Sarjana, & Gunawan, 2017).

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**Table 1. Relevant Previous Research Results**

<table>
<thead>
<tr>
<th>No</th>
<th>Author (year)</th>
<th>Relevant Previous Research Results</th>
<th>Similarities with this article</th>
<th>Difference with this article</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>(Bawono &amp; Lo, 2020)</td>
<td>Employee Engagement as a Mediator Influences of Work Stress and Career Development to Turnover Intention in Employee Office of PT PKSS Central Office</td>
<td>Discuss about Turnover Intention</td>
<td>There are research locus, namely in PT PKSS Central Office</td>
</tr>
<tr>
<td>2</td>
<td>(Ambarita &amp; Ridho, 2015)</td>
<td>The Influence of Mutations on Civil Servant Work Enthusiasm at the Primary Tax Service Office in Pematang Siantar City</td>
<td>Discuss about Mutation</td>
<td>There are research locus, namely in Kantor Pelayanan Pajak Pratama Kota</td>
</tr>
</tbody>
</table>
3 | (Widayati, Widjaja, & D, 2019) | The Effect of Job Satisfaction and Job Environment on Turnover Intention Employees in Engineering and Services Construction Services | Discuss about Turnover Intention | Differences in variables Job Satisfaction and Services Construction |
4 | (Kusuma & Syah, 2020) | The Effect of Job Satisfaction and Organizational Commitment on Teacher Turnover Intention in X institution in Palembang | Discuss about Turnover Intention | There are research locus, namely in X Institution in Pelembang |
5 | (Phinari & Innocentius Bernarto, 2020) | the Effect of Motivation, Work Environment, and Transformational Leadership on Nurse Performance (Case in S Hospital) | Discuss about Work Environment | Differences in variables Motivation, Nurse Performance and Leadership |
6 | (Sudiarso, 2022) | the Effect of Transformational Leadership, Competence and Work Environment on Employee Performance of PT Waskita Karya (Persero) Tb in Becakayu 2a Ujung Project | Discuss about Work Environment | There are locus research, namely in PT Waskita Karya (Persero) Tb in Becakayu 2a Ujung Project |

**RESEARCH METHODS**

The research method used is the qualitative method, which comes from previous relevant studies in the form of Google Scholar, Mendeley and other online media. This research is based on the many events of turnover intention and mutations that occur in employees. Qualitative research uses assumptions from previous research, so it does not raise questions for researchers. Qualitative methods focus on development and in-depth observation and interpretation into written form (Ali, H., & Limakrisna, 2013).

**FINDINGS AND DISCUSSION**

Based on the background, problem formulation, literature review and previous research tables, the discussion of this article is as follows:

1. **Analysis of relationship Work Environment to Mutations**

   The work environment is related to mutations, so what a company or organization needs to do is: 1) Security: create a safe work environment for every employee; 2) Convenience: establishing a comfortable work environment so that employee performance is good and there are no vacancies due to turnover activities; 3) Layout: is a form of workspace that the company or organization has determined.

   If a company or organization applies safety, comfort and a good workplace layout, it will relate to mutations: 1) Experience: creating good work experience; 2) Knowledge: increasing employee knowledge because the work environment allows for improving the ability of employees; 3) Requirement: the need for employees in each division or branch company according to or even does not exist, because there are no mutations that occur due to a good work environment; and 4) Responsibility: where employees can complete their responsibilities correctly.

2. **Analysis of relationship Work Environment to Turnover Intention**

   The work environment is related to turnover intention, so what a company or organization must do is: 1) Security: which increases security in the work environment which can be disrupted by external or internal company parties; 2) Leisure: an activity where
employees are able to carry out their work without feeling a burden; and 3) Workplace layout: is a layout regarding where workers usually do their work.

If a company or organization is able to implement security, comfort and layout, it will relate to: 1) Absenteeism level: if the environment is good then employees will be motivated to work, so that absenteeism is not and rarely done by employees; 2) Increased protests against leaders: can occur if the comfort and layout of the workplace is not good, so that employees are unable to work properly; and 3) Increased violation of the rules: can occur if the demands of employees are ignored by the company or organization.

3. Analysis of relationship Mutations to Turnover Intention

Mutations are related to turnover intention, so what companies must do are: 1) Experience: look for employees who have good experience, so that the desire to always quit or resign is smaller; 2) Knowledge: increase employee knowledge by holding several seminars and job training, so that the company's employees have the same abilities; 3) Needs: where companies should recruit new employees if they need workers in other divisions to fill vacancies, so that turnover intention does not occur; and 4) Responsibility: where the company is able to provide all the rights that must be obtained by employees.

If a company or organization is able to apply matters relating to experience, knowledge, needs and responsibilities, it will be related to: 1) Absenteeism rate: low employee absence rate; 2) Protests against leadership: there are no conflicts and protests against policies carried out by leaders; and 3) Violation of discipline: it is rare for employees to commit violations related to discipline.

Conceptual Framework

Berdasarkan kajian pustaka dan pembahasan diatas, maka peneliti menentukan conceptual framework sebagai berikut:

![Conceptual Framework Diagram](https://example.com/Conceptual_Framework.png)

**Picture 1. Conceptual Framework**

This article discusses Mutation Analysis and Turnover Intention: Work Environment. There are other factors that can be used for further research, which are related to mutations and turnover intention, including:

2) Wages: (Saputra & Mahaputra, 2022b), (Haitao, 2022), (M Rizky Mahaputra & Saputra, 2021).
3) Co-Workers: (Falkheimer et al., 2017) and (Marasabessy & Santoso, 2014).
CONCLUSION AND RECOMMENDATION

Conclusion

Based on the literature review and discussion above, the conclusions are determined as follows:

1. Work Environment is related to Mutations.
2. Work Environment is related to Turnover Intention.
3. Mutation is related to Turnover Intention.

Recommendation

Based on the conclusions above, suggestions are needed for further research purposes. There are other factors that other researchers can use for further research, namely: Leadership, wages and coworkers.

BIBLIOGRAPHY


