The Effect of Islamic Work Ethics, Job Insecurity and Work-Family Conflict on Turnover Intention with Job Satisfaction as Intervening Variable: Case Study of PT Nada Surya Tunggal Pringapus

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Abstract. This study was conducted with the aim of finding out whether there is an influence of Islamic Work Ethics, Job Insecurity, and Work-Family Conflict on Turnover Intention with Job Satisfaction as an Intervening Variable at PT Nada Surya Tunggal Pringapus. The population in this research are all employees at PT Nada Surya Tunggal with a total of 278 employees. For the sampling method using the purposive sampling method by setting criteria for obtaining research samples and obtained as many as 74 employees who were used as samples in the study. The results of this study indicated that Islamic Work Ethics had a negative and insignificant effect on Turnover Intention, the Job Insecurity variable had a positive and insignificant effect on Turnover Intention while the Work-Family Conflict variable had a positive and significant effect on Turnover Intention. The influence of Islamic Work Ethics, Job Insecurity, and Work-Family Conflict on the Job Satisfaction variable has a positive and insignificant effect. As for the results of the Path Analysis test, it was found that job satisfaction cannot be used as a variable that can mediate the relationship between Islamic Work Ethics, Job Insecurity, and Work-Family Conflict variables.

Keywords: IWE, Job Insecurity, Work-Famliy Conflict, Turnover Intention, Job Satistaction

1 Introduction

The development of the industrialized world is currently growing rapidly. Indonesia and the whole world are facing one crucial issue, namely the industrial revolution 4.0. This era is marked by the presence of disruptive technology that requires various parties to be adaptive to changes that occur due to the development of information technology are changing very rapidly, thus the existing industries must compete with each other to increase productivity by increasing the skills of Human Resources (HR) within the

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company. Employees in companies need comfort where they work, to establish employee comfort good governance is needed , because if employee management is not carried out properly it makes employees feel uncomfortable with environmental conditions in the company and employees feel not enthusiastic to work. and develop the skills possessed by employees so that in the end it will affect the stability of employees at work and employees may choose to change places of work (turnover) (Jumiyati, suprayitno, 2018)

The Deloitte Millennial Survey in 2018, states that the Turnover Intention level is dominated by the productive age (millennials). The high turnover rate in general is because employees feel that employees lack training and skill development , so there is an assumption that changing places of work is the best way. to develop skills (kompas.com). Lack of employee training and skill development is a factor related to the high level of employee turnover , but according to Kekesi, (2016) High Turnover Intention is also caused by Job Insecurity) . Job Insecurity is the cause of Turnover Intention because Job Insecurity is a condition where the occurrence of uncertainty regarding the continuity of employees in the company.

In addition to work insecurity, there are other factors that cause turnover intention in employees, namely Work-Family Conflict . Work-family conflict occurs because of the emergence of an imbalance in roles between responsibilities at home (residence) and at work and the pressure that comes from the family, which can encourage employees to make turnover (Agustina, 2014) . According to Syafitri, (2016) the turnover rate in a company is also can be influenced by other indicators, namely job satisfaction because job satisfaction can be used as a measure of employee behavior that is directly related to the remuneration provided by the company to employees. If the level of job satisfaction felt by employees is low, it can decrease the level of employee work productivity which will lead to employee intentions to perform turnover intentions.

In addition to job satisfaction, to establish the welfare and comfort of employees in the company it is also necessary to have justice and compassion in the work environment, in Islam there is an Islamic work ethic that emphasizes creative and innovative work as a source of pleasure and achievement (AJ Ali, 1992; AJ Ali & Al-Owaihan,; Kumar & Rose, in Syafitri, 2016) . The role of Islamic work ethics must also be considered because it can affect employee job satisfaction, and also affect employee turnover intentions .

The object of this research is PT Nada Surya Tunggal Pringapus which is located on Jl. Raya Candirejo, Ds. Pringapus, Kec. Pringapus, Semarang, Indonesia. PT Nada Surya Tunggal is a labor-intensive company that used to be PT Kanasritex, PT Kanasritex went bankrupt in 2009, after PT Kanasritex went bankrupt the company was acquired and changed to PT Nada Surya Tunggal currently employees at PT Nada Surya Tunggal total 278 employees.

PT Nada Surya Tunggal targets its market share in tourism, local and foreign markets, namely exports to several Asian and European countries such as Germany, Japan, etc. The products sold at PT Nada Surya Tunggal are quality products (grade A) and sales of their products are also in great demand by consumers and for marketing their products they have also gone abroad, because there are only three towel factories in Indonesia, one of which is PT Nada Surya Tunggal. This makes product demand continue to increase, however, this demand cannot be balanced by the company's own production so that the company's achievements are less than optimal. The indication that causes this is the decreasing number of employees so that there is a level of Turnover Intention in the company. The following is employee turnover data at PT Nada Surya Tunggal in 2021 (Table 1).

Based on data on the number of employee turnover at PT Nada Surya Tunggal Pringapus with the result that almost every month there are employees who change jobs or turnover . with the level of Turnover Intention can cause losses for the company and

have a bad impact on the continuity of the company and based on some research results conducted by previous studies still show different or inconsistent results. Therefore, it is necessary to conduct further research on the causes of the turnover rate at PT Nada Surya Tunggal and a re-examination and researchers are interested in making PT Nada Surya Tunggal Pringapus the object of research.

Table 1. Employee turnover data

Month	Go out		Enter	
	Office	Production	Office	Production
January	4	0	0	0
February	0	0	0	0
March	3	0	0	0
April	0	2	0	2
May	0	0	0	0
June	0	0	0	0
July	1	0	0	0
August	1	0	0	0
September	0	1	0	1
October	0	0	0	0
November	2	0	0	0
December	0	0	0	0

Source: PT Nada Surya Tunggal Pringapus

2 Conceptual Framework

The theory of planned behavior is a theory based on belief norms . This theory states that an action can be formed because of an intention to perform an action that is influenced by two reasons, namely subjective norms, attitudes towards behavior and perceived behavioral control (Fishbein and Ajzen in Seni & Ratnadi, 2017).

Islamic work ethic as a form of belief that comes from the Qur'an and Sunnah, which discusses work and hard work. In this Islamic Work Ethics, it emphasizes that this Work Ethics provides employee comfort in working because in this ethics it does not only refer to worldly affairs, but in its application in a balanced way means applying work ethics according to worldly provisions but also balanced with religious provisions (Fatmawati, 2019) .

Akgunduz & Eryilmaz, (2018) argue that job insecurity is defined as a psychological condition of a person (employee) which is indicated by feeling confused or feeling insecure about the work he is doing, usually due to instability regarding the employee's employment status and the conditions of the work environment that are conducive to work. change (perceived impermanence).

Work-Family Conflict describes a two- way role, meaning that there are demands from work that interfere with family demands. For example, employees' responsibilities and duties towards work are disrupted by the presence of other family-related responsibilities and duties which can cause stress, worsening health, work-family conflicts, absenteeism from work, and turnover (Ghayyur & Jamal, 2012) .

Turnover Intention describes a form of attitude regarding employees to withdraw from the company where they work (Setiawan & Putra, 2016) . Meanwhile, according to Ucho, Mkavga & Onyishi, (2012) Turnover Intention is a person's intention (desire) to move from his old job and look for a job that he feels is better than his previous job.

Luthans in Azizah, (2015) defines job satisfaction as a feeling of happiness or positive feelings that come from within employees that arise based on the results of

employee performance appraisals. While Hasibuan SP, (2011) describes that Job Satisfaction is a sense of satisfaction felt by employees towards their work by obtaining maximum results.

3 Research Method

The research conducted in this research is quantitative research. Quantitative research emphasizes objective phenomena or causal phenomena with the aim of testing the established hypothesis. This research data is in the form of numbers and uses an analytical tool in the form of statistical analysis (Sugiyono, 2013)

The population is an object or subject that is in a generalized area that has special qualities and characteristics in accordance with what has been determined by the researcher. (Sugiyono, 2013). The population in this study are employees at PT Nada Surya Tunggal Pringapus, totaling 278 employees

According to Sugiyono, (2013) the sample is a component of the number and characteristics possessed by the population. In this study using purposive sampling technique . The purposive sampling method is a sample selection process that is adjusted to the criteria set by the researcher. Based on the results of the calculation of the number of samples calculated using the Slovin formula, it was found that the number of samples was 74 respondents.

4 Discussion and Result

4.1 Validity and Reliability test for instrument

Is a test that aims to measure whether or not a research questionnaire is valid, whether or not a questionnaire is valid depends on the statements in the questionnaire whether or not it is able to represent the variables to be measured. In this study, the determination of the validity test is done by comparing the calculated r value with r table and degree of freedom (df) = n-2, n is the number of samples in the study. The results of data processing concluded that the results of r arithmetic with the results of r tables, from the above calculations show r arithmetic > r table, namely for N = 74 with a significance level of 5% is 0.2287 . It was concluded that all questionnaire statements used were valid and could be used to collect research data.

This reliability test can be tested using the Statistical Product and Service Solution (SPSS) data processing application with the Cronbach Alpha statistical test and the reliability of a variable if it gives a Cronbach Alpha value > 0.60 (Ghozali, 2013).

Table 2 Reliability Test

Variable Indicator	Cronbach's Alpha	Information
Islamic Work Ethics (X1)	0.684**	Reliable
Job Insecurity (X2)	0.770**	Reliable
Work-Family Conflict (X3)	0.833**	Reliable
Turnover Intention (Y)	0.844**	Reliable
Job Satisfaction (Z)	0.779**	Reliable

The Table 2 shows that each variable in this study has a Cornbach Alpha value of more than 0.60 (>0.60), namely: Islamic Work Ethics (X1) variable: 0.684, Job Insecurity (X2): 0.770, Work-Family Conflict (X3) : 0.833, Turnover Intention (Y): 0.844, and Job Satisfaction (Z): 0.779. So all the test results variables above can be said to be reliable or reliable.

4.2 Classic Assumption
Normality Test

Table 3. Normality Test

One-Sample Kolmogorov-Smirnov Test	
Test Statistics	0.088
asymp. Sig. (2-tailed)	.200

From the output above, it can be concluded that the amount of the Kolmogrov-Smirnov Statistic Test is 0.200 and the significance used is 0.05 . The result of this test is that the data used is normally distributed data because the Kolmogrov-Smirnov Statistic Test value is $0.200 > 0.05$.

Multicolonierity Test

Table 4. Multicolonierity Test

Variable	Cofficients	Std. error	tolerance	VIF
IWE	-0.092	0.203	0.709	1,410
JI	0.195	0.129	0.601	1,665
W-FC	0.528	0.100	0.771	1.297
JS	0.187	0.126	0.897	1.115

a. Dependent Variable: TurnoverIntention

Calculation of tolerance values for Islamic Work Ethics (X1), Job Insecurity (X2), Work-Family Conflict (X3), Job Satisfaction (Z) variables are 0.709, 0.601, 0.771 and 0.897 or more than 0.1 and the value VIF for Islamic Work Ethics (X1), Job Insecurity (X2), Work-Family Conflict (X3), Job Satisfaction (Z) variables are 1,410, 1,665, 1,297 and 1,115, respectively. Where the VIF value of the variable is less than 10. So it can be concluded that there is no multicollinearity symptom.

Heteroscedasticity Test

Good data is data that does not contain a heteroscedasticity regression model. How to detect it by looking at the graph plot between the dependent and independent predictive values, namely ZPRED and SRESID. In this test, it is said that the absence of heteroscedasticity in the plot must form an irregular pattern (widen, narrow and wavy) and the appearance of dots that spread above and below the number 0 on the Y axis (Ghozali, 2013).
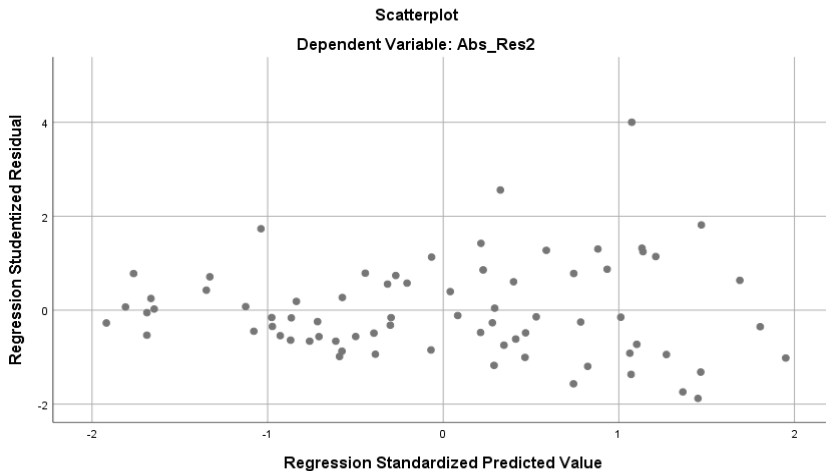

Figure 1. Heteroscedasticity Test

The results of the heteroscedasticity test above or the graph plot (Scatterplot) conclude that there is no clear pattern or form of waves, the line narrows or widens, and it can be seen that in the graph the points spread both up and down the number 0. So the conclusion in this test is This regression model is suitable to be used to predict Turnover Intention (Y) based on the input of Islamic Work Ethics (X1), Job Insecurity (X2) and Work-Family Conflict (X3) variables.

4.3 Model Determination Test

T-test (Partial)
a. Model 1 (one) T-test can be concluded:
    1) The result of the t-value of the Islamic Work Ethics (X1) variable is 1.809 and a significance value of 0.075 which means it is greater than 0.05 (0.075 > 0.05) so that the Islamic Work Ethics (X1) variable has a positive and insignificant effect on the Satisfaction variable. Work (Z).
    2) The result of the t value of the Job Insecurity variable (X2) is 0.376 and a significance value of 0.078 means it is greater than 0.05 (0.078 > 0.05) so the Job Insecurity variable (X2) has a positive and insignificant effect on Job Satisfaction. (Z).
    3) The result of the t-value of the Work-Family Conflict (X3) variable is 0.938 and the significance value is 0.351, which means it is smaller than 0.05 (0.351 <0.05) so that the Work-Family Conflict (X3) variable has a positive and insignificant effect. on Job Satisfaction (Z).
b. Model 2 (two) T-test can be concluded:
    1) Judging by the t value of the Islamic Work Ethics (X1) variable, it is -0.454 and a significance value of 0.651 which has a meaning greater than 0.05 (0.651 > 0.05) so that the Islamic Work Ethics (X1) variable has a negative and insignificant effect on Turnover Intention (Y).
    2) Judging from the t value of the Job Insecurity (X2) variable of 1.509 and a significance value of 0.136 which has a meaning greater than 0.05 (0.136 > 0.05) so that the Job Insecurity (X2) variable has a positive and insignificant effect on Turnover Intention (Y).
    3) t value of the Work-Family Conflict (X3) variable is 5.293 and the significance value is 0.000, which means it is smaller than 0.05 (0.000 < 0.05) so that the Work-Family Conflict (X3) variable has a positive and significant effect. to Turnover Intention (Y).
    4) The results of the t value of the Job Satisfaction (Z) variable are 1.487 and have a significance of 0.142, which means it is greater than 0.05 (0.142 > 0.05) meaning that the Job Satisfaction (Z) variable has a positive and insignificant effect on Turnover Intention (Y).

F-test (Simultaneous)
    1) Based on Significance Value, Judging from the output results above which show a significance number of 0.000, which means the significance value is less than 0.05, it can be concluded that the variables X1, X2, and X3 have an influence on the Y variable.
    2) Based on Calculated Values and Tables, When viewed from the calculated F which shows the value 17, 465 and F table = (k : n – k) = (3 : 74 – 3) = (3 : 71) seen from the F table is 2.73 It is concluded that there is a significant effect simultaneous between X1, X2, and X3 against Y.

R2 Test

The results of the R^2 Test show that the correlation coefficient (R^2) is 0.656 which means that there is a strong relationship between the independent variable and the dependent

variable because the number is close to 1. while the value of determination (R^2) is 43.1% while the remaining 56. ,9% influenced by other variables.

4.4 Analysis
Path Analysis

Table 5. Path Analysis Test 1

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.039	4.505		2.450	0.017
	IWE(X1)	0.340	0.188	0.238	1.809	0.075
	JobInsecurity(X2)	0.046	0.122	0.055	0.376	0.708
	W-FC(X3)	0.088	0.094	0.120	0.938	0.351

a. Dependent Variable: Job Satisfaction(Z)

Table 6. Path Analysis Test Results 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.322 [a]	0.103	0.065	3.46431

a. Predictors: (Constant), Work-FamilyConflict(X3), IslamicWorkEthics(X1), JobInsecurity(X2)

The results obtained from the above test are as follows:

1. The result of the significance value of the Islamic Work Ethics (X1) variable is 0.075, which means it is greater than 0.05 (0.075 > 0.05). So that the Islamic Work Ethics variable has a positive and insignificant effect on job satisfaction

2. The result of the significance value of the Job Insecurity variable (X2) is 0.708, which means it is greater than 0.05 (0.708 > 0.05). So that the Job Insecurity variable has a positive and insignificant effect on job satisfaction

3. The result of the significance value of the Work-Family Conflict (X3) variable is 0.351, which is greater than 0.05 (0.351 > 0.05) so that Work-Family Conflict has a positive and insignificant effect on Job Satisfaction.

Judging from the R square in the summary table shows a value of 0.103, which means that the influence of the Islamic Work Ethics (X1), Job Insecurity (X2), and Work-Family Conflict (X3) variables on Y is 10.3% and the remaining 89.7% is other contributing variables that were not included in this study. For the value of e1 can be obtained from e1 = $\sqrt{(1 - 0,103)}$ = 0.9471

Table 7. Path Analysis Test 2

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.383	4.948		0.886	0.379
	IslamicWorkEthics(X1)	-0.092	0.203	-0.048	-0.454	0.651
	JobInsecurity(X2)	0.195	0.129	0.174	1.509	0.136
	W-FC(X3)	0.528	0.100	0.539	5,293	0.000
	Job Satisfaction(Z)	0.187	0.126	0.140	1.487	0.142

a. Dependent Variable: TurnoverIntention(Y)

Table 8. Path Analysis Test 2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.670 [a]	0.448	0.416	3.65099

a. Predictors: (Constant), Job Satisfaction(Z), Work-FamilyConflict(X3), IslamicWorkEthics(X1), JobInsecurity(X2)

The results obtained from the above test are as follows:

1. The result of the significance value of the Islamic Work Ethics (X1) variable is 0.651, meaning it is greater than 0.05 (0.651 > 0.05). So that the Islamic Work Ethics variable has a positive and insignificant effect on the Turnover Intention (Y) variable.
2. The result of the significance value of the Job Insecurity variable (X2) is 0.136, which means it is greater than 0.05 (0.136 > 0.05). So that the Job Insecurity variable has a positive and insignificant effect on Turnover Intention (Y).
3. The result of the significance value of the Work-Family Conflict (X3) variable is 0.000 which is smaller than 0.05 (0.000 <0.05) so that Work-Family Conflict has a positive and significant effect on Turnover Intention (Y)
4. The result of the significance value of the Job Satisfaction (Z) variable is 0.142, which is greater than 0.05 (0.142 > 0.05). So that Job Satisfaction (Z) has a positive and insignificant effect on Turnover Intention (Y).

From the table 4.8 summary above, the R square value is 0.448. It shows that the contribution of X1, X2, X3 and Z to Y is 44.8%. While the remaining 55.2 % is another contributing variable that does not exist in this study. For the value of e2,
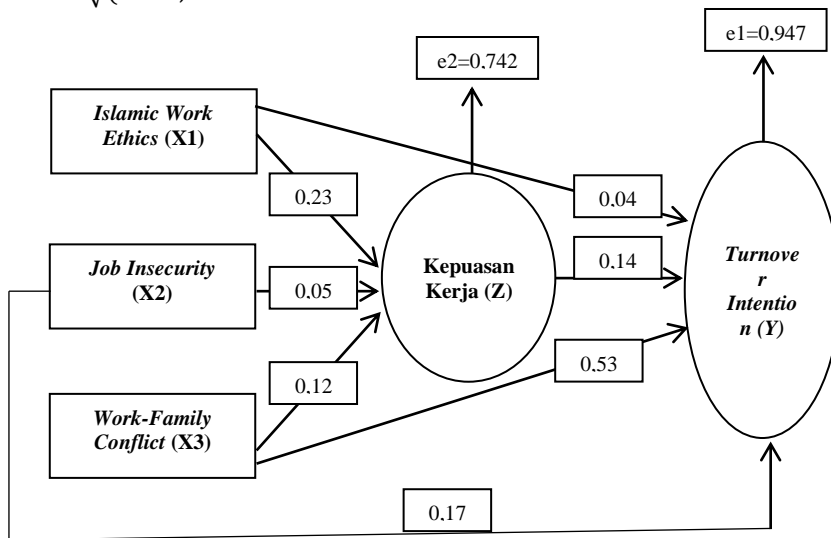
$$e2 = \sqrt{(1 - 0,448} = 0.7429$$

Figure 2. Path Analysis

Effect of Islamic Work Ethics on Turnover Intention with Job Satisfaction as an intervening variable

Based on the data above, the results of the direct influence given by the Islamic Work Ethics (X1) variable on the Turnover Intention (Y) variable are -0.092. Meanwhile, the indirect effect of X1 through Z on Y is the multiplication between beta X1 against Z with the value of beta Z against Y, namely $0.340 \times 0.187 = 0.0635$. Then the total effect given by the X1 variable on Y is a direct effect, namely $-0.092 + 0.0635 = -0.0285$

To find the effect of mediation, it is done by multiplying the coefficient of 0.0635 which is significant or not, and a Sobel test is carried out by entering the standard error lift from the coefficient of the indirect effect (Sp2p3).

$$Sp\,^2p\,^3 = \sqrt{p3^2Sp2^2 + p2^2Sp3^2 + Sp2^2Sp3^2}$$

Information:
P3 = coefficient of mediating variable
P2 = coefficient of independent variable
Sp2 = standard error coefficient 1
Sp3 = standard error coefficient
Sp2p3

$$= \sqrt{(0,187)^2(0,188)^2 + (0,340)^2(0,126)^2 + (0,188)^2(0,126)^2}$$
$$= \sqrt{(0,03496)(0,03534) + (0,1156)(0,01587) + (0,03534)(0,01587)}$$
$$= \sqrt{(0,0012354864 + 0,001834572 + 0,0005608458}$$
$$= \sqrt{0,0036309042} = 0.06025$$

The results of Sp2p3 can be calculated the statistical value of the mediation effect with the following formula:

$$t = \frac{p2p3}{Sp2p3} = \frac{0,0635}{0,06025} = 1.053$$

The t-count value is 1.053 from the above calculation and it is found that the t-count is smaller than t-table with a significance level of 0.05, which is 1.994 (1.053 <1.994). So it can be concluded that the coefficient has no mediating effect.

Effect of Job Insecurity on Turnover Intention with Job Satisfaction as Intervening Variable

From the data above, the results obtained from the direct influence given by the Job Insecurity variable (X2) on the Turnover Intention (Y) variable of 0.195. Meanwhile, the indirect effect of X2 through Z on Y is the multiplication between beta X2 against Z with the value of beta Z on Y which is $0.046 \times 0.187 = 0.0086$. Then the total effect given by X2 to Y is a direct effect of $0.195 + 0.0086 = 0.2036$

To find the effect of mediation, it can be done by multiplying the coefficient of 0.0086 which is significant or not, and a Sobel test is carried out by entering the standard error number of the coefficient of the indirect effect (Sp2p3).

$$Sp\,^2p\,^3 = \sqrt{p3^2Sp2^2 + p2^2Sp3^2 + Sp2^2Sp3^2}$$
$$= \sqrt{(0,187)^2(0,122)^2 + (0,046)^2(0,126)^2 + (0,122)^2(0,126)^2}$$
$$= \sqrt{(0,0349)(0,0148) + (0,0021)(0,0158) + (0,0148)(0,0158)}$$
$$= \sqrt{0,00051652 + 0,00003318 + 0,00023384}$$
$$= \sqrt{0,00078354} = 0.0279$$

The results of Sp2P3 can be calculated the statistical t value of the mediation effect with the formula:

$$t = \frac{p2p3}{Sp2p3} = \frac{0,0086}{0,0279} = 0.3082$$

The t value calculated from the above calculation is 0.3082 and the results are found to be smaller than the r table with a significance level of 0.05, which is 1.994. So it can be concluded that the coefficient has no mediating effect.

The Effect of Work-Family Conflict on Turnover Intention with Job Satisfaction as Intervening Variable

From the data above, it is known that the direct effect given by the Work-Family Conflict (X3) variable on the Turnover Intention (Y) variable is 0.528. While the indirect effect of X3 through Z on Y is the multiplication between beta X3 to Z with the value of beta Z to Y that is $0.088 \times 0.187 = 0.01645$. Then the total effect given by X3 to Y is a direct effect, namely $0.528 + 0.01645 = 0.5444$.

To find the effect of mediation, it can be done by multiplying the coefficient of 0.01645 which is significant or not and the Sobel test is carried out by entering the standard error number of the coefficient of the indirect effect (Sp2p3).

$$
\begin{aligned}
\text{Sp}^2\text{p}^3 &= \sqrt{p3^2 Sp2^2 + p2^2 Sp3^2 + Sp2^2 Sp3^2} \\
&= \sqrt{(0,187)^2(0,094)^2 + (0,088)^2(0,126)^2 + (0,094)^2(0,126)^2} \\
&= \sqrt{(0,0349)(0.0088) + (0,0077)(0,0158) + (0,0088)(0,0158)} \\
&= \sqrt{0,00030712 + 0,000121660 + 0,00013904} \\
&= \sqrt{0,00056782} = 0.0238
\end{aligned}
$$

From the results of Sp2p3 it can be calculated the t-statistical value for the effect of mediation with the formula:

$$
t = \frac{p2p3}{Sp2p3} = \frac{0,01645}{0,0238} = 0.6911
$$

The calculated t value from the above calculation is 0.6911 , which is smaller than the r table with a significance level of 0.05, which is 1.994. So it can be concluded that the coefficient has no mediating effect.

4.5 Result

Based on the results of the individual t statistic test, the coefficient value is -0.092 with a significance level of 0.651 which is greater than 0.05. This indicates that Islamic Work Ethics has a negative and insignificant effect on Turnover Intention . So H1 is rejected

Based on the results of the individual t statistic test, a coefficient value of 0.195 is obtained with a significance level of 0.136 which is greater than 0.05. This indicates that Job Insecurity has a positive and insignificant effect on Turnover Intention . So H2 is rejected.

The results of the individual t statistic test obtained a coefficient of 0.528 with a significance level of 0.000 less than 0.05. This indicates that Work-Family Conflict has a positive and significant effect on Turnover Intention . So H3 is accepted.

In the results of the individual t statistical test 1, the coefficient value of 0.340 with a significance level of 0.075 is greater than 0.05, this indicates that Islamic Work Ethics has a positive and insignificant effect on job satisfaction. So H4 is rejected.

Based on the results of the individual t statistic test 1, the coefficient value of 0.046 with a significance level of 0.708 is greater than 0.05. This indicates that Job Insecurity has a positive and insignificant effect on Job Satisfaction. So H5 is rejected.

In the results of the individual t statistic test 1, the coefficient value of 0.088 with a significance level of 0.351 is greater than 0.05, this indicates that Work-Family Conflict has a positive and insignificant effect on Job Satisfaction. So H6 is rejected.

In the individual t statistical test results, it was found that the coefficient value was 0.187 with a significance level of 0.142 which was greater than 0.05. This indicates that Job Satisfaction has a positive and insignificant effect on Turnover Intention . So H7 is rejected.

It was obtained from the above calculation that the t-count value of 1.053 is smaller than the r-table value with a significance level of 0.05, which is 1.994. So it can be concluded that in the coefficient there is no mediation effect.

Obtained from the calculation above, the t-count value is 0.3082, which means it is smaller than the r-table value with a significance level of 0.05, which is 1.994. Then it is concluded that the coefficient has no mediating effect,

From the results of the above calculation, it is found that the t-count value is 0.6911, which means it is smaller than the r-table value with a significance level of 0.05, which is 1.994. It can be concluded that there is no mediation effect in the coefficient.

5 Conclusion

Based on the results obtained in this study, which researching Islamic Work Ethics , Job Insecurity and Work-Family Conflict on Turnover Intention with Job Satisfaction as an intervening variable in the case study at PT Nada Surya Tunggal Pringapus, it can be concluded as follows:

1. Islamic Work Ethics has a negative and insignificant effect on the Turnover Intention of employees of PT Nada Surya Tunggal Pringapus
2. Job Insecurity has a positive and insignificant effect on the Turnover Intention of employees of PT Nada Surya Tunggal Pringapus
3. Work-Family Conflict has a positive and significant effect on the Turnover Intention of employees of PT Nada Surya Tunggal Pringapus
4. Islamic Work Ethics has a positive and insignificant effect on Job Satisfaction at PT Nada Surya Tunggal Pringapus
5. Job Insecurity has a positive and insignificant effect on job satisfaction of employees of PT Nada Surya Tunggal Pringapus
6. Work-Family Conflict has a positive and insignificant effect on job satisfaction of employees of PT Nada Surya Tunggal Pringapus
7. Job Satisfaction has a positive and insignificant effect on the Turnover Intention of employees of PT Nada Surya Tunggal Pringapus
8. Based on the results of the path analysis test that has been carried out, it is found that there is no mediating effect if Job Satisfaction is used as an intervening variable between the Islamic Work Ethics variable and Turnover Intention .
9. Based on the results of the path analysis test , it was found that there was no mediating effect if Job Satisfaction was used as an intervening variable between the Job Insecurity variable and Turnover Intention.
10. Based on the results of the path analysis test , it was found that there was no mediating effect if Job Satisfaction was used as an intervening variable between Work-Family Conflict and Turnover Intention variables.

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