

The Influence of Job Insecurity and Work Stress on Turnover Intention among Female Contract Employees in the Garment Department Line A–E PT XTZ in Cimahi

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Abstract

The high turnover of female contract employees in the Garment department of PT XTZ, an integrated textile company in the City of Cimahi, throughout March–October 2025, indicates a problem with turnover intention. The national textile industry itself is facing pressure from high operating costs, dependence on imported raw materials, and competition from cheap imported products, which demands effective human resource management, especially for contract employees whose position is more vulnerable. Interview results with the labor union leader at the company show that employees experience concern about the continuity of their work contracts as well as pressure from high production targets, reprimands from supervisors, and threats of line transfers, indicating the presence of job insecurity and work stress in the workplace. This study aims to determine the effect of job insecurity and work stress on turnover intention among female contract employees in the Garment Department Line A–E PT XTZ in Cimahi, both partially and simultaneously. This study uses a quantitative approach with descriptive and quantitative associative methods. Data were collected through interviews, documents, and questionnaires administered to 50 respondents who are female contract employees in the Garment Department Line A–E PT XTZ in Cimahi, drawn from a population of 100 people and determined using the Probability Sampling technique. Data analysis used multiple linear regression testing and the coefficient of determination with the assistance of SPSS. The study shows that respondents' responses to job insecurity and work stress fall into the moderate category. Likewise, respondents' responses to turnover intention fall into the moderate category. In addition, this study shows that job insecurity has a positive effect on turnover intention, while work stress also has a positive effect on turnover intention. Furthermore, job insecurity and work stress simultaneously have an effect on turnover intention. It can be concluded that job insecurity and work stress are two factors that contribute to driving turnover intention among female contract employees in the garment department, so that managing them through transparency of work contract policies and strengthening the work climate needs to be a company concern in order to reduce employees' turnover intention.

INTRODUCTION

The Textile and Textile Products (TPT) industry is one of the main pillars of national exports, contributing significantly to Gross Domestic Product (GDP) and absorbing employment for up to 3.76 million people. This sector is still in the post-COVID-19 pandemic recovery stage, reflected in TPT export value reaching USD 9.85 billion from January to October 2024 with a volume of 1.6 million tons.

Amid these achievements, the TPT industry faces various structural pressures in the form of high operating costs, dependence on imported raw materials, and competition from cheaper imported products. These conditions demand effective human resource management as a survival strategy (PT Sekar Lima Pratama, 2025). Human resources are a strategic asset that determines

organizational sustainability, so professional management is essential to create a balance between job demands and employee capacity, particularly for contract-status employees who are structurally in a more vulnerable position.

This phenomenon is evident at PT XTZ, an integrated textile company in the City of Cimahi that employs a large number of female contract employees in the garment department. Based on interview results with the labor union leader at the company, information was obtained regarding a fairly high employee turnover rate.

Data on female contract employees who left the Garment department of PT XTZ in Cimahi for the period March to October 2025 is presented in the following table:

Table1 Data on Female Contract Employees Who Left the Garment Department of PT XTZ in Cimahi Period March–October 2025

No	Period	Number of Employees Who Left
1	March	6
2	April	4
3	May	2
4	June	2
5	July	4
6	August	3
7	September	2
8	October	2
Total		25

Sumber: Archives of PT XTZ in Cimahi, Reprocessed, 2025.

This data shows that as many as 25 female contract employees in the garment department left their jobs within a ten-month period, for various reasons such as following their husbands, taking care of children, illness, and termination of employment. **This requirement aligns with the belief that an employee's intention to leave is their desire to change jobs triggered by both personal factors and job conditions** (Riantini et al., 2021). If left unaddressed, this condition can disrupt the smoothness of the production process and reduce the organization's overall productivity. Therefore, it is important to identify the factors that drive turnover intention among female contract employees in the Garment department of PT XTZ in Cimahi.

One factor that influences turnover intention is job insecurity. Contract-status employees tend to face uncertainty regarding job continuity, especially when there are demands to achieve production targets. Interview results with a female contract employee in the garment department indicate concern about the continuity of the work contract due to difficulty in achieving production targets. When targets are not met, employees may be given an additional workload in the form of overtime. In addition, reprimands from supervisors delivered openly in front of coworkers also raise concerns about the possibility of contract termination. This condition indicates the presence of job insecurity that can drive the emergence of a desire to leave the job.

According to a study by Febriyanti et al. (2024), turnover intention is positively impacted by job instability. Similar findings were made by Septiari and Unud (2016), who discovered that while work stress has no effect on turnover intention, job uncertainty did.

Stress at work is another issue in addition to job uncertainty that can be related to turnover intention. Demands to achieve production targets, additional working hours, and pressure from supervisors can create a psychological burden for employees. Interview results indicate that female contract employees experience pressure due to job demands and work conditions perceived as uncomfortable. This pressure can cause fatigue and drive employees to consider leaving their jobs.

Thus, job insecurity and work stress are two conditions that need to be taken into account in understanding the emergence of turnover intention among female contract employees in the Garment department.

This is reinforced by the findings of Habib et al. (2025), Workplace stress was reported to have a somewhat positive impact on turnover intention by Rehatta et al. (2022) and Arijanto and Marlita (2020). This implies that workers who are under a lot of stress at work tend to be less satisfied with their jobs and are more inclined to quit. This is consistent with the findings of Azizaturrahma et al. (2020) and Panjaitan (2024), which demonstrated that intentions to quit are positively influenced by work stress. However, Fitriani et al. (2025) found that turnover intention is negatively impacted by work stress at Hermina Hospital Sukabumi. Furthermore, Anastasia et al. (2022) at PT Ciptajaya Sejahtera Abadi discovered that job instability and stress at work have no direct impact on employees' intention to quit.

These differing results indicate a research gap regarding the consistency of the effect of job insecurity and work stress on turnover intention. This gap appears to be influenced by sector characteristics, employment status, and the sociodemographic context of the research subjects. Most previous studies have also been conducted in the service sector, such as hotels, hospitals, and accounting firms, or on mixed employee populations. Meanwhile, studies on female contract employees in labor-intensive manufacturing sectors such as the garment industry, which is structurally more vulnerable to uncertainty in employment status and pressure from production targets, remain relatively limited.

Based on this gap, this study aims to determine perceptions of job insecurity, the level of work stress, and turnover intention, as well as how job insecurity and work stress affect turnover intention among female contract employees in the Garment Department, Line A–E, PT XT'Z in Cimahi, both partially and simultaneously.

LITERATURE REVIEW

Job Insecurity

According to Astuty and Risanti (2024), job insecurity is a condition in which an employee feels unable to control the situation in order to maintain the continuity of the desired job within a threatening environment. Meanwhile, according to Prima and Suyuthie (2022), job insecurity is a feeling of discomfort experienced by an employee regarding their position, arising from a feeling of uncertainty about the continuity of that job. Furthermore, according to Amin and Pancasasti (2022), job insecurity is an individual's view of the situation within the organization where they work, which creates insecurity about the continuation of their job. This ultimately causes the individual to feel powerless. In addition, according to Triyono et al. (2020), job insecurity is a feeling of insecurity or powerlessness experienced by a person regarding the continuity of their job, which often causes psychological effects such as stress, anxiety, confusion, and a sense of uncertainty about the future of the job, triggered by threats related to the job currently held. Meanwhile, according to Taufan (2021), job insecurity is the powerlessness of a job or its components when the conditions of that job are threatened, which then creates a feeling of insecurity or uncertainty among employees. It can be concluded that job insecurity is a feeling of insecurity, uncertainty, or powerlessness experienced by an individual regarding the continuity of their job, which is often triggered by threats from the work situation or an uncontrollable organizational environment, and can cause psychological effects such as stress or anxiety. The

indicators of job insecurity according to Januarta and Adnyani (2019) consist of three indicators, namely threats to aspects of the job, threats of losing the job entirely, and powerlessness.

Work Stress

Mangkunegara (2019) defines work stress as a feeling of pressure or being under pressure that an employee encounters while performing their duties. On the other hand, according to Adinata and Turangan (2024), work stress occurs when an individual's internal state and mental capabilities are at odds due to the demands of the workplace exceeding their ability to manage them. Robbins and Judge (2015), on the other hand, characterize job stress as a dynamic state in which a person encounters opportunities, pressures, or resources associated with their desires, such that the outcome is viewed as significant and unclear. It can be concluded that work stress is a dynamic condition in which a person experiences feelings of pressure or tension due to work environment demands that exceed their ability, involving opportunities, resources, and outcomes that are uncertain yet important. According to Suwanto and Priansa (2022), sources of work stress are grouped into three, namely: 1) stress originating from the physical environment (lighting conditions in the workplace, noise level, and the extent of the work area); 2) stress originating from the individual level (role conflict, ambiguous/unclear roles, excessive workload, responsibility for others, and opportunities for career development); and 3) stress originating from groups and organizations (loss of group cohesiveness, lack of adequate support, intragroup and intergroup conflict, organizational climate, organizational structure, organizational territory, technology, and leadership influence).

Turnover Intention

Widyawati et al. (2024) describe turnover intention as an employee's wish to resign from their current position and join a different organization, typically driven by the aspiration for improved working conditions. By contrast, Khasanah (2021) defines turnover intention as an employee's decision or intent to leave their current role, primarily to pursue a more promising position than the one they currently hold. In addition, Bagus & Satria (2019) characterize turnover intention as an employee's desire to quit or exit a job that has not yet developed to the point of actualization, such as changing jobs. Likewise, Wasposito et al. (2013) define turnover intention as an employee's intention to leave the organization and seek another job that they consider to be better than their current one. Meanwhile, Pratiwi et al. (2020) define turnover intention as an employee's propensity to leave their position of their own volition. Overall, turnover intention can be understood as an employee's voluntary desire or intention to quit their current position in search of a better opportunity, which has not yet reached the stage of a realized job transfer. The factors influencing turnover intention according to Pratiwi et al. (2020) are age, length of employment, education level, organizational attachment, job satisfaction, and company culture.

The Relationship between Job Insecurity and Work Stress on Turnover Intention among Female Contract Employees in the Garment Department Line A–E PT XTZ in Cimahi

According to earlier research by Septiari and Unud (2016), work stress has no effect on turnover intention, but job uncertainty does. These results are consistent with those of Azizaturrahma et al. (2020), Fitriani et al. (2025), Rehatta et al. (2022), Imaroh et al. (2023), and Habib et al. (2025), all of which show that job instability increases the intention to leave one's employment. Additional research indicates that work stress has a beneficial impact on turnover intention (Rehatta et al., 2022; Anastasia et al., 2022; Panjaitan, 2024). This is in line with studies by Arijanto & Marlita (2020), who discovered that turnover intention is partially or simultaneously impacted by job instability and work stress. In a bonded-zone textile company in the City of Cimahi, Panuntun and Kurniawan (2024) found that job stress and job insecurity have an impact

on turnover intention among production contract employees, both directly and indirectly through job satisfaction. This finding further supports the relationship between job insecurity, work stress, and turnover intention. Therefore, employees' intention to leave increases with the level of job insecurity and work stress they experience.

Therefore, the following hypotheses are formulated in this study:

- H1: Job insecurity has a positive effect on turnover intention among female contract employees in the Garment Department Line A-E PT XT'Z in Cimahi
- H2: Work stress has a positive effect on turnover intention among female contract employees in the Garment Department Line A-E PT XT'Z in Cimahi
- H3: Job insecurity and work stress have an effect on turnover intention among female contract employees in the Garment Department Line A-E PT XT'Z in Cimahi

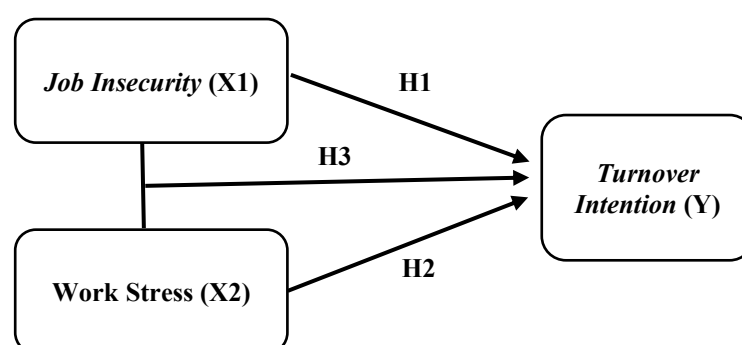


Figure1 Research Paradigm of The Influence of Job Insecurity and Work Stress on Turnover Intention among Female Contract Employees in the Garment Department Line A–E PT XT'Z in Cimahi

METHOD

This study uses a quantitative approach with descriptive quantitative and associative quantitative analysis methods. The indicators for each research variable are as follows:

Table2 Operationalization of Variables

Variable Job Insecurity (X1)		
SubVariable		Indicator
1. Threat to aspects of the job	-	Threat of being transferred to another department
	-	Level of threat of contract termination
2. Threat of losing the job entirely	-	Level of threat of losing the current job
	-	Level of threat of temporary suspension from work
3. Powerlessness	-	Employee powerlessness in preventing threats to their job
	-	Employee powerlessness in controlling factors affecting their job
Variable Work Stress (X2)		
SubVariable		Indicator
1. Stress from the physical environment		
a. Workplace lighting conditions	-	Consistency of lighting in the workplace
b. Noise level	-	Noise level from production equipment in the workplace

c. Extent of the work area	- Adequacy of the work area for carrying out tasks
2. Stress from the individual level	- Level of mismatch between expectations and job demands felt by employees in performing their roles
a. Role conflict	- Clarity of duties and responsibilities in job performance
b. Ambiguous/unclear role	- Suitability of assigned tasks against the limited time available to complete them
c. Excessive workload	- Level of responsibility in decision-making that affects other parties
d. Responsibility for others	- Employee support for career development
e. Opportunity for career development	
3. Stress from groups and the organization	
a. Stress from the group	- Level of cohesiveness among employees within one department
1) Loss of group cohesiveness	- Level of support from fellow group members in resolving problems
2) Lack of adequate support	
3) Intragroup and intergroup conflict	- Mismatch among group members in problem solving (intragroup)
a) <i>Intragroup conflict</i> .	- Level of coordination between groups in carrying out tasks (intergroup)
b) <i>Intergroup conflict</i>	
b. Stress from the organization	- Work environment conditions as perceived by employees
1) Organizational climate	- Clarity of the organizational structure
2) Organizational structure	- Suitability of the work space arrangement used by employees
3) Organizational territory	- Employees' ability to use company technology
4) Technology	- Leadership behavior as perceived by employees
5) Leadership influence	
Variable Turnover Intention (Y)	
Sub Variabel	Indicator
1. Age	- Employee age affecting turnover level
2. Length of employment	- Employee tenure level
3. Education level	- Employees' formal education level
4. Organizational attachment	- Level of employee attachment to the company
5. Job satisfaction	- Employee job satisfaction level
6. Company culture	- Level of employee attachment to the company

Questionnaires were given to the respondents, interviews were conducted, and pertinent documents were examined. Out of the 100 female contract employees in the study population, 50 respondents made up the research sample. The Probability Sampling method was used, with a precision level of 10%. The main assessment tool utilized in the study to assess the variables was a semantic differential scale. The study also used standard assumption tests for data analysis, such as the Glejser test for heteroscedasticity, the Variance Inflation Factor for multicollinearity assessment with tolerance > 0.10 and VIF < 10, and the Kolmogorov-Smirnov procedure for normality. After these diagnostic checks, the analysis continued using SPSS version 27 for the coefficient of determination, multiple linear regression testing, and formal hypothesis testing.

Descriptive analysis was used to provide a clear, systematic, and comprehensive picture of the relationships between the variables studied. The criteria used in the descriptive analysis are as follows:

Table 3 Criteria for Respondents' Attitudes toward the Job Insecurity, Work Stress and Turnover Intention Variables

Interval	Job Insecurity	Work Stress	Turnover Intention
1,00–1,80	Very High	Very Severe	Very High
1,81–2,60	High	Severe	High
2,61–3,40	Moderate	Moderate	Moderate
3,41–4,20	Low	Mild	Low
4,21–5,00	Very Low	Very Mild	Very Low

The interval guidelines in table 3 were subsequently used to determine the category of the average score for each sub-variable as well as the total score in the quantitative descriptive analysis. In addition to descriptive analysis, this study also uses quantitative associative analysis to test the influence between variables. In associative analysis, the coefficient of determination is used to measure the extent to which the model is able to explain the variation occurring in the dependent variable. The guidelines used to interpret the coefficient of determination value are as follows:

Table 4 Guidelines for Interpreting the Coefficient of Determination

Coefficient Interval	Level of Influence
$\leq 4\%$	Very low influence
5%–16%	Low but definite influence
17%–49%	Fairly meaningful influence
50%–80%	High or strong influence
$\geq 80\%$	Very high influence

Source: Fitrianingsih (2018)

RESULTS AND DISCUSSION

A. Validity Test

Table 5 Validity Test Results

No. Quesioner	X1 r-count	X2 r-count	Y r-count
1	1 = 0.714	1 = 0.383	1 = 0.394
2	2 = 0.482	2 = 0.297	2 = 0.677
3	3 = 0.294	3 = 0.304	3 = 0.283
4	4 = 0.617	4 = 0.473	4 = 0.422
5	5 = 0.602	5 = 0.461	5 = 0.305
6	6 = 0.403	6 = 0.634	6 = 0.555
7	-	7 = 0.430	-
8	-	8 = 0.400	-
9	-	9 = 0.446	-
10	-	10 = 0.387	-
11	-	11 = 0.396	-
12	-	12 = 0.452	-
13	-	13 = 0.528	-
14	-	14 = 0.292	-
15	-	15 = 0.406	-
16	-	16 = 0.399	-
17	-	17 = 0.496	-
r-table	0.279		

Conclusion	Valid
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Source: SPSS Version 27, Reprocessed, 2026.

Based on table 5, all statement items for the job insecurity, work stress, and turnover intention variables have r-count values greater than the r-table value of 0,279, so all statement items for the three variables are declared valid. These results indicate that the research instrument used to collect data has been able to measure each variable according to the concept that it is supposed to measure, so the instrument is suitable for use in this study.

B. Reliability Test

Table 6 Research Instrument Reliability Test Results

Variabel	Cronbach's Alpha	Criterion	Result
Job Insecurity (X1)	0,819	> 0,60	Reliable
Work Stress (X2)	0,712		Reliable
Turnover Intention (Y)	0,694		Reliable

Source: SPSS Version 27, Reprocessed, 2026.

The reliability test results show that all variables are reliable, with Cronbach's Alpha values > 0,60. This indicates that the measurement instrument used to collect data in this study is consistent and reliable.

C. Quantitative Descriptive Analysis

The determination of these categories refers to the interval guidelines in table 3, which divides the semantic differential scale score range (1,00–5,00) into five classes of equal interval length, namely 1,00–1,80, 1,81–2,60, 2,61–3,40, 3,41–4,20, and 4,21–5,00. The results of the descriptive analysis for each variable are presented in the following tables:

Table 7 Overall Average of Respondents' Responses to Statements on the Job Insecurity Variable

Sub Variable	Average Total Score	Criterion
Threat to aspects of the job	2,80	Fairly Threatened
Threat of losing the job entirely	2,62	Fairly Threatened
Powerlessness	2,80	Fairly Powerless
Overall Average Score	(2,80 + 2,62 + 2,80)/3 = 2,74	
Job Insecurity	Moderate	

Source: Questionnaire, Reprocessed, 2026

Job insecurity among female contract employees in the Garment Department Line A–E PT XT'Z in Cimahi is at a moderate criterion, with a total average score of 2,74. This means that the level of insecurity felt by employees is neither low nor high. The highest scores were obtained for the sub-variables of threat to aspects of the job and powerlessness, indicating that employees still perceive potential threats to the continuity of their jobs, both in terms of tasks, contract continuation, and the ability to control the work situation. This condition reflects contract employees' concerns about the future of their jobs, although the level of perceived insecurity remains at a moderate level.

Table 8 Overall Average of Respondents' Responses to Statements on the Work Stress Variable

Sub Variable	Average Total Score	Criterion
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Stress originating from the physical environment	3,09	Fairly High
Stress originating from the individual level	3,18	Fairly High
Stress originating from group and organization	3,23	Fairly High
Overall Average Score	$(3,09 + 3,18 + 3,23)/3 = 3,16$	
Work Stress	Moderate	

Source: Questionnaire, Reprocessed, 2026

In terms of work stress, the total average score obtained was 3,16, which falls into the moderate criterion. This indicates that the level of stress experienced by employees is at a moderate level, neither mild nor yet severe. The largest contributor came from the sub-variable of stress originating from groups and the organization, indicating that factors related to working relationships, communication, and organizational conditions are the most dominant sources of pressure compared to physical environment or individual factors.

Table 9 Overall Average of Respondents' Responses to Statements on the Turnover Intention Variable

Sub Variable	Average Score	Criterion
Age	2,98	Moderate
Length of employment	3,22	Fairly Long
Education level	1,90	Senior High School/Vocational
Organizational attachment	3,28	Moderate
Job satisfaction	3,04	Fairly Satisfied
Company culture	3,16	Fairly Attached
Overall Average Score	$(2,98 + 3,22 + 1,90 + 3,28 + 3,04 + 3,16)/6 = 2,93$	
Turnover Intention	Moderate	

Source: Questionnaire, Reprocessed, 2026

Meanwhile, employees' turnover intention obtained a total average score of 2,93, which falls into the moderate criterion. This means that employees' tendency to quit their jobs is at a moderate level, neither low nor yet high. The most dominant factor shaping this score is organizational attachment, with the highest score of 3,28. This attachment acts as a binding factor that holds employees back from leaving, thereby reducing their tendency to quit despite also facing job insecurity and a level of work stress that also influences their tendency to leave.

Descriptive analysis of the three research variables shows that work stress has the highest average score at 3,16, while job insecurity has the lowest average score at 2,74. Nevertheless, all three variables fall within the interval of 2,61–3,40, placing them in the moderate category, indicating that job insecurity, work stress, and turnover intention among female contract employees in the garment department are not yet at a worrying level, but still need attention because they are at the midpoint of the assessment scale.

Table 10 Classical Assumption Test Results of the Effect of Job Insecurity and Work Stress on Turnover Intention

	Variable	Value/Tolerance	VIF/t	Sig.
Normality	Unstandardized Residual	Asymp. Sig. = 0,200	–	–
Multicollinearity	Job Insecurity (X1)	0,989	1,011	–
	Work Stress (X2)	0,989	1,011	–
Heteroscedasticity	Job Insecurity (X1)	–	0,226	0,823
	Work Stress (X2)	–	0,082	0,935

Source: SPSS Version 27, Reprocessed, 2026.

The results of the Kolmogorov-Smirnov test for normality indicated that the study's residual data are regularly distributed, with a significant value of $0,200 > 0,05$. The results of the multicollinearity test indicate that there are no indications of multicollinearity in the regression model because the VIF value is $1.011 < 10$ and the tolerance value for both independent variables is $0.989 > 0.10$. Since the results of the heteroscedasticity test show a significant value of 0.823 for the job insecurity variable and 0.935 for the work stress variable, both > 0.05 , the regression model in this study does not show any evidence of heteroscedasticity.

D. The Effect of Job Insecurity and Work Stress on Turnover Intention among Contract Employees in the Garment Departement Line A-E PT XTZ in Cimahi

Table 11 Multiple Linear Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1,284	0,316		4,068	0,001
Job Insecurity (X1)	0,111	0,022	0,564	5,122	0,001
Work Stress (X2)	0,077	0,029	0,290	2,631	0,011

a. Dependent Variable: Turnover Intention (Y)

Source: SPSS Version 27.

Table 11 presents the results of the multiple linear regression test, which produced the following multiple regression equation:

$$Y = 1,284 + 0,111X1 + 0,077X2$$

The job insecurity variable (X1) has a regression coefficient value of 0.111. This suggests that employees' intention to leave their jobs is positively impacted by job insecurity, indicating that an increase in job insecurity will result in an increase in employees' intention to leave. Similarly, the regression coefficient value for the work stress variable (X2) is 0.077, suggesting that work stress has a positive impact on employees' intentions to leave, meaning that a rise in work stress will likewise result in an increase in employees' intentions to leave.

Table 12 Partial Test Results

Variabel	t-count	t-table	Sig.
Job Insecurity (X1)	5,122	1,677	0,001
Work Stress (X2)	2,631		0,011

Source: SPSS Version 27, Reprocessed, 2026.

Table 12 shows that the significant value is 0.001, which is less than 0.05, and the t-count for the influence of job insecurity on turnover intention is 5.122, which is higher than 1.677 in the t-table. This pattern of findings indicates that job instability has a beneficial impact on turnover intention. As a result, the alternative hypothesis (Ha) is supported and the null hypothesis (H0) is rejected, suggesting that contract workers are more likely to want to leave the company when they perceive employment uncertainty. At a significance level of 0.011, which is still below 0.05, the t-count for the effect of job stress on turnover intention is 2.631, again surpassing 1.677 in the t-table. This further suggests that work-related stress has a positive impact on turnover intention. As a result, H0 is rejected and Ha is endorsed. Thus, when stress at work increases, so does the inclination to quit.

Table 13 Coefficient of Determination Test Results

R	RSquare	AdjustedRSquare	Std.ErroroftheEstimate
0,660 ^a	0,436	0,412	0,21015

Source: SPSS Version 27, Reprocessed, 2026.

Based on table 13, the Adjusted R Square value of 0,412 indicates that the job insecurity and work stress variables simultaneously influence turnover intention by 41,2%, which is classified as a fairly meaningful influence. The remaining 58,8% is influenced by other variables not examined in this study.

Table 14 Simultaneous Test Results (F Test)

Variabel	F-count	F-table	Sig.
Job Insecurity and Work Stress on Turnover Intention	18,166	3,195	0,001

Source: SPSS Version 27, Reprocessed, 2026.

Based on the data obtained above the F-count value of 18,166 > 3,195 (F-table value) with a significance value of 0,001 < 0,05. Thus, Ha is accepted and H0 is rejected, so it can be concluded that job insecurity and work stress affect turnover intention.

DISCUSSION

The Influence of Job Insecurity on Turnover Intention

The results of the study show that job insecurity has a positive effect on turnover intention among female contract employees in the Garment Department Line A–E PT XT'Z in Cimahi, meaning that the higher the job insecurity, the higher the employees' turnover intention.

These findings reinforce the view that instability in employment status is one of the factors driving the emergence of job insecurity, especially among contract employees whose job continuity depends on the company's assessment (Nurfauzan & Halilah, 2017). Threats to aspects of the job, such as transfer or non-renewal of work contracts, can increase employees' sense of insecurity (Januarta & Adnyani, 2019). This condition is also reflected in the gap in working relationships between superiors and subordinates, where line heads or foremen are often inconsistent in applying the provisions of the Collective Labor Agreement (PKB), thereby reinforcing employees' sense of insecurity regarding their jobs (Febriyanti et al., 2024). This discomfort regarding job continuity ultimately shapes a feeling of powerlessness in employees when facing threats from their work environment (Astuty & Risanti, 2024), thereby driving the growth of intentions to seek other employment considered to offer more certainty.

The Influence of Work Stress on Turnover Intention

The results of the study show that work stress has a positive effect on turnover intention among female contract employees in the Garment Department Line A–E PT XT'Z in Cimahi, indicating that an increase in work stress will be followed by an increase in turnover intention. These findings are in line with Maghfirah's (2023) view that work stress can originate from various factors, whether from the physical work environment, task demands at the individual level, or the dynamics of relationships within groups and the organization, which, if accumulated continuously, can trigger employees' desire to leave their jobs.

The pressure experienced by female contract employees in the Garment department does not only come from physical demands and production targets, but also from interpersonal pressure from supervisors and coworkers, such as harsh words and threats of transfer to another line when performance is deemed unsatisfactory (Prima & Suyuthie, 2022). When employees are required to

complete excessive work within a limited time, this condition can cause physical and mental fatigue that makes it difficult for employees to remain in their jobs, ultimately driving the emergence of intentions to resign from the company (Syahronica, 2015). These findings are also consistent with the results of Jaelani and Desiani's (2020) study, which showed that work stress has a positive and significant effect on turnover intention, so that the higher the perceived work pressure, the greater the employees' tendency to leave their jobs.

The Simultaneous Influence of Job Insecurity and Work Stress on Turnover Intention

The results of the study show that job insecurity and work stress simultaneously affect turnover intention among female contract employees in the Garment Department Line A–E PT XTZ in Cimahi. This means that these two conditions do not stand alone, but are interrelated in shaping employees' overall work experience. When a company is unable to provide clarity in work rules and open communication between superiors and subordinates, the working relationship that should be harmonious and productive becomes disrupted, thereby further increasing the potential for employees' intention to change jobs (Sundari et al., 2024).

This condition becomes even more apparent among contract employees, who are structurally in a more vulnerable position than permanent employees. Uncertainty regarding job continuity, experienced simultaneously with high work pressure, can cause psychological effects in the form of anxiety, confusion, and uncertainty about the future of the job (Triyono et al., 2020). In addition to affecting employees' psychological condition, the simultaneous emergence of turnover intention among a number of employees also has the potential to cause financial consequences for the company, ranging from recruitment costs and training costs for new employees, to lost productivity during the transition period (Widya & Purba, 2019). This pattern of combined influence is also in line with the findings of Rosyidah and Prabowo (2026), which show that two different predictor variables of work conditions, namely workload and work facilities, simultaneously have a significant effect on employee job satisfaction, thereby confirming that various aspects of work conditions tend to work together, rather than independently, in shaping employees' attitudes and intentions toward their jobs. Therefore, managing job insecurity and work stress together is important for companies to consider in order to reduce the turnover intention of contract employees, particularly in labor-intensive manufacturing sectors such as the garment industry.

CONCLUSION

The study and discussion conducted to determine the effect of job insecurity and work stress on turnover intention among female contract employees in the Garment Department Line A–E PT XTZ in Cimahi led to the following conclusions:

1. Respondents' responses regarding job insecurity among female contract employees in the Garment Department Line A–E PT XTZ in Cimahi are at a moderate criterion. This means that even though the terms of work have been implemented, there is still a need for clarity of information about the continuity of the contract and more effective communication so that employees have better certainty about their work.
2. Respondents' responses regarding work stress among female contract employees in the Garment Department Line A–E PT XTZ in Cimahi are at a moderate criterion. This means that the implementation of work targets and conditions needs to be accompanied by workload management, work relationships, and communication between superiors and employees so that work pressure can be controlled.

3. Respondents' responses regarding turnover intention among female contract employees in the Garment Department Line A–E PT XTZ in Cimahi are at a moderate criterion. This means that employees have a tendency to consider leaving their jobs, but this tendency is not yet at a high level.
4. The effect of job insecurity and work stress on turnover intention among female contract employees in the Garment Department Line A–E PT XTZ in Cimahi, both partially and simultaneously:
 - a. Job instability has a beneficial impact on female contract workers' decision to quit the Garment Department Line A–E PT XTZ in Cimahi. This suggests that the more job instability a person feels, the more likely it is that they will quit.
 - b. Workplace stress has a beneficial impact on the intention of female contract workers in the Garment Department Line A–E PT XTZ in Cimahi to quit. This suggests that the more stress an employee has at work, the more likely they are to quit.
 - c. The intention to quit among female contract workers in the Garment Department Line A–E PT XTZ in Cimahi is influenced by both work stress and job instability. This suggests that if female contract workers encounter both employment insecurity and stress at work, they are more likely to plan to quit.

Based on the research results, the following suggestions can be considered by the company and by future research:

1. For the Company
 - a. The level of job insecurity among female contract employees is classified as moderate, so the company needs to manage it through transparency of work contract policies and effective communication between management and employees, so that uncertainty in employment status does not continuously trigger intentions to leave.
 - b. The level of work stress among employees is at a moderate category, with the most dominant sources of pressure coming from working relationships and organizational climate, so the company is advised to strengthen work group cohesiveness, clarify the division of roles, and review production target workloads so that they do not create excessive pressure.
 - c. Given that turnover intention is still at a moderate category, the company needs to strengthen employees' attachment to the organization through improving job satisfaction, strengthening company culture, and providing clarity regarding the continuity of employment status for contract employees.

2. For Future Researchers

Future researchers can use the results of this study as a reference for similar research by incorporating the most recent theories and examining other factors that may influence turnover intention, such as job satisfaction, career development, leadership, organizational culture, and other factors not covered in this study. Future researchers are therefore urged to increase the sample size and consider using a qualitative methodology in order to gain a deeper understanding of the phenomena of turnover intention in the labor-intensive manufacturing sector.

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