THE INFLUENCE OF TURNOVER, TASK COMMITMENT AND COOPERATION ON EMPLOYEE PERFORMANCE AT PT. THE GLORIOUS ENERGY NATURE OF BANGKA BELITUNG PROVINCE

Sabri[1*], Sumardin[2], Ester Salonika Napitupulu[3], M. Arpah[4], Mohamad Aras[5]
[1,2,3,4,5]Ibnu Sina University, Indonesia
Corresponden Email: *sabri@uis.ac.id[1]*

Abstract

This study aims to analyze the influence of Turnover (X_1), Task Commitment (X_2), and Cooperation (X_3) on Employee Performance (Y) at PT. Alam Gemilang Energi. The company operates in the energy distribution sector and plays a strategic role in providing fuel in Pangkalpinang City. Employee performance is a critical factor in supporting the efficiency and effectiveness of the company's operations. This research uses a survey method with a quantitative approach. The research population includes all 47 employees of the company, with the sampling technique using a census. Data was collected through a questionnaire using a Likert scale and analyzed using descriptive statistical techniques, validity tests, reliability tests, simple linear regression, and multiple linear regression.

The results show that Turnover (X_1) has a significant influence on Employee Performance with a t-value of 2.478 > t-table 1.67412 ($p < 0.05$), but only explains 8.1% of the variance in Employee Performance. Task Commitment (X_2) has a significant influence with a t-value of 5.794 > t-table 1.67412 ($p < 0.05$), explaining 32.4% of the variance in Employee Performance. Cooperation (X_3) has a significant influence with a t-value of 9.973 > t-table 1.67412 ($p < 0.05$), explaining 58.7% of the variance in Employee Performance. Collectively, the three independent variables explain 71.9% of the variance in Employee Performance (F-value = 58.027 > F-table = 2.79; $p < 0.05$). The conclusion of this study is that Turnover, Task Commitment, and Cooperation significantly influence Employee Performance at PT. Alam Gemilang Energi. Cooperation has the strongest influence, followed by Task Commitment and Turnover. Recommendations include better Turnover management, enhancing Task Commitment through rewards and training, and strengthening a collaborative work culture to improve Cooperation.

Keywords: Turnover, Task Commitment, Cooperation, Employee Performance, PT. Alam Gemilang Energi

INTRODUCTION

Employee performance is one of the key factors that determines the success of an organization. This is no exception for companies operating in the mining services sector, such as PT. Natural Glowing Energy. Established on March 14 2013 on Jln. General Sudirman No. 07 Selindung, Pangkal Pinang, Bangka, PT. Alam Gemilang Energi has collaborated with BUMN PT. Timah Tbk as a subcontractor (Subcon) involved in tin mining activities in the Bangka Belitung sea area. By using a production suction vessel (KIP) for mining activities in areas that have a Mining Business License (IUP) from PT. Tin, this company makes a big contribution to the local mining industry while also supporting the production of national strategic commodities. In this context, employee performance is a vital aspect in maintaining and increasing the company's contribution to the mining sector.

Employee performance at PT. Alam Gemilang Energi is influenced by various factors that play an important role in determining the success of an organization. One factor that is quite prominent is employee turnover, which can have a significant impact on operational sustainability and company stability. High turnover rates have the potential to cause the loss of valuable knowledge, skills and

experience that employees have gained while working. In addition, the process of recruiting and training new employees required to fill vacant positions adds quite a large cost burden to the company. Therefore, a low turnover rate is an important goal for PT. Alam Gemilang Energi to maintain operational stability and efficiency.

Apart from turnover, employee task commitment is another important factor that influences performance. Task commitment reflects the extent to which employees feel committed and dedicated to achieving company goals. Employees with high commitment tend to have initiative, work with optimal productivity, and contribute more to achieving company targets. Strong task commitment is especially important in the complex mining industry, considering that this sector requires high levels of expertise and responsibility from each employee to ensure the production process runs smoothly.

On the other hand, cooperation between employees is also an important element that supports the achievement of better performance at PT. Natural Glowing Energy. Good collaboration creates synergy and allows employees to support each other and share knowledge in facing operational challenges. In a work environment that involves various tasks and disciplines, collaboration between employees can increase efficiency, speed up the task completion process, and encourage targets to be achieved more effectively. Therefore, the management of PT. Alam Gemilang Energi needs to continue to encourage a culture of cooperation and solidarity among employees in order to achieve optimal performance.

The ever-growing dynamics of the mining industry require continuous adaptation from companies, including PT. Natural Glowing Energy. Increasingly fierce competition in this industry requires companies to maintain high levels of productivity and strengthen the performance of their employees. By considering the importance of turnover, task commitment, and collaboration in achieving optimal performance, companies need to evaluate these factors to identify areas that require improvement. This research aims to examine the influence of turnover, task commitment, and cooperation on employee performance at PT. Natural Glowing Energy. It is hoped that the results of this research will provide valuable insight for management in designing strategies to improve overall employee performance.

Apart from focusing on evaluating factors that influence performance, this research also aims to provide practical solutions to overcome existing challenges. With a low turnover rate, high task commitment, and good cooperation among employees, companies can create a more conducive work environment, which ultimately contributes to achieving company goals. It is hoped that this research can contribute to management in understanding the impact of turnover, task commitment, and collaboration on employee performance, as well as identifying appropriate strategies to improve this performance.

Furthermore, the results of this research can be a basis for companies in formulating more effective and efficient human resource policies. With the right policies, it is hoped that PT. Alam

Gemilang Energi can maintain workforce stability, increase productivity, and create a positive and supportive work environment. Continuous improvement in employee performance will have a positive impact not only on the company but also on the mining industry in the Bangka Belitung region as a whole.

Through this research, PT. Alam Gemilang Energi is expected to develop a more strategic approach in managing human resources. In this way, companies can increase their competitiveness and make a greater contribution to economic growth in Bangka Belitung Province. It is also hoped that this research can become a reference for other companies in the same industry to understand the importance of turnover management, task commitment, and cooperation in achieving optimal employee performance.

This research emphasizes the importance of synergy between low turnover, high task commitment, and solid cooperation in supporting increased employee performance. Thus, PT. Alam Gemilang Energi is expected to continue to adapt to changes occurring in the mining industry, and be able to compete in an increasingly competitive global market. It is hoped that this research can provide concrete recommendations for management in an effort to improve employee performance in a sustainable manner, so that the company can achieve its strategic goals and contribute to the development of the mining sector in Indonesia. Based on the background above, the author is interested in conducting research with the title **"The Influence of Turnover, Task Commitment and Collaboration on Employee Performance at PT. The Glorious Energy Nature of Bangka Belitung Province"**, then the problem formulation in this research is focused on four main things related to employee performance at PT. Alam Gemilang Energi Bangka Belitung Province. First, is there an influence of turnover on employee performance? Second, is there an influence of task commitment on employee performance? Third, is there an influence of collaboration on employee performance? Fourth, do turnover, task commitment, and cooperation jointly influence employee performance? These four formulations are the basis for answering the problems studied and directing the focus of analysis in this research.

LITERATURE REVIEW
Employee performance

Employee performance is the work result achieved by a person in carrying out duties and responsibilities in accordance with the standards set by the organization. Rivai and Basri (2021) state that performance is the result of the work of a person or group within a company which is carried out legally, does not violate the law, and is in accordance with ethics. Nurlaila (2016:71) adds that performance is the result of the work process which is shown in quantity and quality. Meanwhile,

Luthans (2021:165) refers to performance as the quantity or quality of services produced by someone in carrying out their work. Thus, performance becomes an important indicator in measuring an employee's contribution to organizational goals.

Performance indicators, namely the ability to produce output according to target; work quality which shows the level of accuracy and suitability of work results; and punctuality in completing tasks. In addition, technical turnover is an important indicator of work stability, while compliance with procedures reflects discipline in following operational standards. Initiative and creativity show employees' ability to present new solutions, followed by effective communication and teamwork to support smooth work. Customer satisfaction is an external indicator, while self-development and skills reflect a commitment to increasing competence.

Turnover

Employee turnover is a condition when an employee leaves the organization and is replaced by another individual. Turnover is divided into two, namely voluntary turnover, namely when employees choose to leave themselves, and involuntary turnover, namely when the company ends the employment relationship. According to Mobley (2021), turnover is a complex process that involves employees assessing various aspects of their work before making a decision to leave or stay in an organization. This reflects the interaction of many factors that influence each other.

Turnover indicators are an important measuring tool for understanding the factors that influence employees' decisions to leave an organization. Based on previous theories, there are ten main indicators that can be used in analysis, including: job satisfaction, work involvement, job autonomy, organizational commitment, career development opportunities, psychological well-being, diversity and inclusion, company culture, recognition and appreciation, and relationships with superiors. These ten indicators reflect various aspects of work experience that play a significant role in the employee turnover process in an organization.

Task Commitment

Task commitment is an important aspect in human resource management that shows the extent of employee engagement and dedication to the tasks they carry out. This commitment is different from organizational commitment which focuses on loyalty to the company as a whole. According to Meyer and Allen (2021), task commitment reflects a form of affective commitment that shows emotional attachment to work.

The main indicators in task commitment theory include several important aspects that influence the level of employee attachment to their work. First, satisfaction with managerial support reflects the extent to which employees feel supported by their superiors in completing tasks. Second, the opportunity to grow and develop in work shows that there is room for employees to improve their skills and careers. Third, recognition and appreciation for employee achievements is a motivational factor that strengthens commitment to the work they carry out.

Cooperation

Collaboration is a process of interaction between individuals to achieve common goals, both in the context of education, organizations and social groups. According to Landsberger (2021), cooperation is a group process where members support each other and rely on each other for consensus results. In the learning context, Rukiyati et al. (2019) explained that collaboration occurs when two or more personnel combine energy and ideas to achieve joint learning goals. In addition, Walker (2019: 266) emphasizes that successful collaboration is born from shared goals and mutualistic trust, not personal interests, for the success of the team as a whole.

Teamwork indicators cover various important aspects that support effective team performance. Some key indicators include effective communication, collaboration, and good coordination between team members. A clear division of tasks and responsibilities, as well as harmony within the team complemented by good conflict resolution, are also very important.

Thinking Framework

The framework of thought functions to reveal the problems that will be discussed in preparing the researcher's proposal, so the researcher uses a framework of thought, namely in the form of a scheme as below:
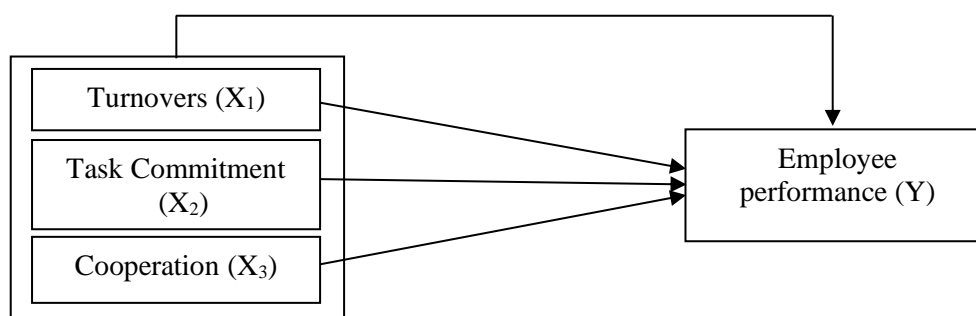

Figure 1 Research Framework

Research Hypothesis

The hypothesis in this research is:

1. There is an influence of Turnover on Employee Performance at PT. Alam Gemilang Energi Bangka Belitung Province.

2. There is an influence of Task Commitment on Employee Performance at PT. Alam Gemilang Energi Bangka Belitung Province.

3. There is an influence of Collaboration on Employee Performance at PT. Alam Gemilang Energi Bangka Belitung Province.

4. There is an influence of Turnover, Task Commitment and Collaboration which together have a significant effect on Employee Performance at PT. Alam Gemilang Energi Bangka Belitung Province.

METHOD

Research Location and Time

This research was conducted at PT. Alam Gemilang Energi which is located at Jl. Gen. Sudirman No. 07 RT 005/RW 002, Gabek Satu Village, Gabek District, Pangkalpinang City, Bangka Belitung Islands Province. This location was chosen because it was considered relevant to the research focus regarding company performance and work environment. This research is planned to last for five months, namely from September 2025 to January 2026. This time period has been adjusted to cover the process of data collection, observation and analysis of research results as a whole.

Population and Sample

The population in this study were all employees of PT. Alam Gemilang Energi, totaling 47 people. According to Kuncoro (2018: 103), population is a complete group of people, objects or events that are the focus of research. Meanwhile, according to Sugiyono (2019:73), the sample is part of the number and characteristics of the population, and must represent the whole. Based on Arikunto (2012: 104), if the population is less than 100 people, then the entire population is used as a sample. Therefore, this research uses a census technique, namely taking the entire population of 47 people as research respondents.

Data Types and Sources

The type of data used in this research consists of quantitative data and qualitative data. Quantitative data is systematic, planned and structured, using numbers in the process of collecting, interpreting and presenting data, which is supported by tables, graphs and pictures. Meanwhile, qualitative data is more descriptive and interpretive, based on postpositivistic philosophy, and oriented towards a deep understanding of phenomena observed directly in the field. Data sources in this research are divided into two, namely primary data and secondary data. Primary data was obtained directly from the research location through observations and interviews with employees and

related parties. Meanwhile, secondary data is obtained from supporting documents such as lecture notes, scientific articles and other relevant literature to enrich research analysis.

Method of collecting data

The data collection method in this research was carried out through a field approach that directly observed research objects at the company where the author worked. There are three methods used, namely systematic interviews with related parties to obtain in-depth information, direct observation of agencies and employee behavior to understand the phenomena that occur, and distribution of questionnaires to employees containing questions about performance to collect quantitative data relevant to the research objectives.

Data analysis methods

The data collection method in this research was carried out through distributing questionnaires to all employees of PT. Natural Glowing Energy. The questionnaire was prepared using a Likert scale with five answer choices, ranging from "Strongly Disagree" to "Strongly Agree", to measure respondents' responses to the statements given. Before use, the questionnaire was tested for validity and reliability through a try out. The validity test is carried out by comparing the rcount and rtable values. Meanwhile, the reliability test uses the Cronbach Alpha method, with a minimum value of 0.6. The data was then analyzed using descriptive statistics, t test, F test, multiple linear regression, and coefficient of determination to test the influence between variables.

RESEARCH RESULTS AND DISCUSSION

Validity and Reliability Test

The validity test was carried out to measure whether the questionnaire used was able to reveal the variables studied. Based on the correlation test between item scores and the total score and using an r table of 0.288 (df = 45), all statement items from the Turnover variable (X_1), Task Commitment (X_2), Cooperation (X_3), and Employee Performance (Y) shows a probability value <0.05. This shows that all instruments on the four variables are **valid**, as shown in the following tables:

Table 1 Validity Test Results

Variable	All Items Valid
Turnover (X_1)	Of
Task Commitment (X_2)	Of
Cooperation (X_3)	Of
Employee Performance (Y)	Of

Source: Processed Data, 2024

Reliability Test

Reliability testing is carried out to ensure that the instrument can be trusted and provides consistent results. The instrument is declared reliable if the Cronbach's Alpha value is > 0.60. The test

results show that all variables have an alpha value above the minimum limit, which means that the instruments for Turnover, Task Commitment, Cooperation and Employee Performance are **reliable**:

Table 2 Reliability Test Results

Variable	Cronbach's Alpha	Information
Turnover (X_1)	0,877	Reliable
Task Commitment (X_2)	0,893	Reliable
Cooperation (X_3)	0,906	Reliable
Employee Performance (Y)	0,923	Reliable

Source: Processed Data, 2024

Effect of Turnover (X_1) on employee performance (Y)

The first independent variable that the author analyzes is Turnover (X_1), where in this case the hypothesis will be analyzed and proven, what is the Turnover variable (X_1) influences employee performance (Y). The coefficient of determination value is between zero and one. The results of testing the coefficient of determination in this research are:

Table 3 Test Results for Determination Coefficient Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,284[a]	,081	,067	2,173

a. Predictors: (Constant), X_1_ Turnover
b. Dependent variable: Employee performance
Source: Processed Data, 2024

The coefficient of determination test results shown in the table show that the value R of 0.284, which indicates a positive but weak relationship between Turnover (X_1) on Employee Performance (Y). This value is included in the low relationship category because it is in the interval 0.20–0.399. Meanwhile, rate R Square amounting to 0.081 indicates that the Turnover variable contributes to 8.1% of employee performance, while the remaining 91.9% is influenced by other variables not included in this research model. This means that, even though the effect is small, turnover still contributes to variations in performance shown by employees.

Based on the results table *output* above can explain the summary of the model, which consists of the results of the simple correlation value R and the coefficient of determination (R Square) as follows:

1. R (correlation *pearson*) the resulting value is 0.284, meaning that the Turnover variable (X_1) with the employee performance variable (Y) has a low level of relationship. This can be seen from the resulting R value falling within the coefficient interval between 0.20 – 0.284 in the low level of relationship category.

2. R *Square* (R^2) is 0.081, meaning the percentage level of influence of Turnover (X_1) with the employee performance variable (Y) amounting to 8.1%, and the remaining 91.9% (100%-8.1%) influenced by other variables not examined in this research.

Table 4 Simple Linear Regression Test Results Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	T	Say.
	B	Std. Error	Beta		
Constant)	13,392	3,210		4,172	,000
X_1_ Turnover	,374	,151	,284	2,478	,016

a. Dependent Variable: Employee performance

Source: Processed Data, 2024

This section describes the regression equation to determine the constant number and test the hypothesis of the significance of the regression coefficient.

$$Y = a = bX_1.$$

$$Y = 13,392 + 0,374X_1$$

The t test will be used to test the significance of the constant and variable Turnover (X_1) on employee performance (Y).

1. Hypothesis

   Ho = The regression coefficient is not significant (there is no significant relationship between variable X and variable Y).

   H_1 = Significant regression coefficient (there is a significant relationship between variable X and variable Y).

2. Results:

   If t_{count} < t_{table} and the significant value is > 0.05, then Ho is accepted.

   If t_{count} > t_{table} and the significant value is <0.05, then Ho is rejected.

   t_{count} = 2,478.

   t_{table} = 1.67412.

   Degree of Freedom (DF) = n – k (Number of samples – 2) or 47 – 2 = 53, then t table = 1.67412

   To calculate t table, the following conditions can be used: α = 0.05. Because t_{count} (2,478) > t_{table} (1.67412), then Ho is rejected and H_1 accepted, meaning: Significant regression coefficient or Turnover variable (X_1) has a strong and positive correlation with employee performance (Y).

Effect of Task Commitment (X_2) on employee performance (Y)

The second independent variable that the author analyzes is Task Commitment (X_2), where in this case the hypothesis will be analyzed and proven, what is the Task Commitment factor (X_2) influences employee performance (Y). The coefficient of determination value is between zero and one. The results of testing the coefficient of determination in this research are:

Table 5 Test Results for Determination Coefficient Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,569[a]	,324	,314	1,863

a. Predictors: (Constant), X_2_ Task Commitment

b. Dependent variable: Employee performance

Source: SPSS viewer 22.0

Based on the table output, the R value (Pearson correlation) is 0.284 indicating the relationship between Task Commitment (X_2) and Employee Performance (Y) is in the medium category. This value falls in the interval 0.40–0.569. Meanwhile, the R Square value of 0.324 indicates that 32.4% of the variation in Employee Performance can be explained by Task Commitment, while the remaining 67.6% is influenced by other variables not analyzed in this research.

Table 6 Simple Linear Regression Test Results Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	T	Say.
	B	Std. Error	Beta		
(Constant)	9,280	2,089		4,441	,000
X_2_ Task Commitment	,587	,101	,569	5,794	,000

a. Dependent Variable: Employee performance

Source : *SPSS viewer 22.0*

This section describes the regression equation to determine the constant number and test the hypothesis of the significance of the regression coefficient. $Y = a + bX_2$.

so: $Y = 9,280 + 0,587X_2$, The t test will be used to test the significance of the constant and variable Task Commitment (X_2) on employee performance (Y).

1. Hypothesis

   To = *Regression coefficient* not significant (there is no significant relationship between variable X and variable Y).

   H_1 = Significant regression coefficient (there is a significant relationship between variable X and variable Y).

2. Results:

   If $t_{count} <$ t $_{table}$ and the significant value is > 0.05, then Ho is accepted.

   If $t_{count} >$ t $_{table}$ and the significant value is <0.05, then Ho is rejected.

   $t_{count} = 5,794$.

   $t_{table} = 1,67412$.

   Degree of Freedom (DF) = n – k (Number of samples – 2) or 47 – 2 = 45, then t table = 1.67412

   To calculate t table, the condition $\alpha = 0.05$ can be used. Because t $_{count}$ (5,794) > t $_{table}$ (1.67412), then Ho is rejected and H_1 accepted, meaning: Significant regression coefficient or Task Commitment variable (X_2) has a strong and positive correlation with employee performance (Y).

The Influence of Cooperation (X_3) on employee performance (Y)

The third independent variable that the author analyzes is Cooperation (X_3), where in this case the hypothesis will be analyzed and proven, what is the Cooperation factor (X_3) influences employee performance (Y). Mark *coefficient of determination* is between zero and one. The results of testing the

coefficient of determination in this research are:

Table 7 Results of Determination Coefficient Test Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,766[a]	,587	,581	1,457

a. Predictors: (Constant), X_3_ Cooperation
b. Dependent variable: Employee performance
Source: SPSS viewer 22.0

Based on the table output, the R value (Pearson correlation) of 0.766 indicates that there is a strong relationship between the Cooperation variable (X3) and Employee Performance (Y), because it is in the interval 0.60–0.766. The R Square value of 0.587 indicates that 58.7% of the variation in employee performance can be explained by the Collaboration variable. Meanwhile, the remaining 41.3% is explained by other variables that were not included in this study so they were not analyzed specifically.

Table 8 Simple Linear Regression Test Results Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Say.
	B	Std. Error	Beta		
(Constant)	6,198	1,526		4,062	,000
X_3_ Cooperation	,675	,068	,766	9,973	,000

a. Dependent Variable: Employee performance
Source: SPSS viewer 22.0

This section describes the regression equation to determine the constant number and test the hypothesis of the significance of the regression coefficient. The regression equation is: Y = a + bx, then: $Y = 6.198 + 0.675X_3$ The t test will be used to test the significance of the constant and variable Cooperation (X_3) on employee performance (Y).

1. Hypothesis

   Ho = The regression coefficient is not significant (there is no significant relationship between variable X and variable Y).

   H$_1$ = Significant regression coefficient (there is a significant relationship between variable X and variable Y).

2. Results:

   If t_{count} < t_{table} and the significant value is > 0.05, then Ho is accepted.

   If t_{count} > t_{table} and the significant value is <0.05, then Ho is rejected.

   t_{count} = 9,973.

   t_{table} = 1,67412.

   Degree of Freedom (DF) = n – k (Number of samples – 2) or 47 – 2 = 45, then t table = 1.67412

   To calculate t table, the condition α = 0.05 can be used. Because t $_{count}$ (9,973) > t $_{table}$ (1.67412),

then Ho is rejected and H_1 accepted, meaning; Significant regression coefficient or Cooperation variable (X_3) has a strong and positive correlation with employee performance (Y).

Effect of Turnover (X_1), Task Commitment (X_2), and Cooperation (X_3) on employee performance (Y)

The next analysis variable is together with Turnover (X_1), Task Commitment (X_2), and Cooperation (X_3) where in this case the hypothesis will be analyzed and proven, whether these four factors simultaneously influence employee performance (Y).

Table 9 Test Results for Determination Coefficient Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,848ᵃ	,719	,707	1,219

a. Predictors: (Constant), Turnover, Task Commitment, Cooperation
Source: spss viewer 22.0

Based on the output above, the Pearson correlation value (R) is 0.848, indicating that the relationship between the Turnover variable (X_1), Task Commitment (X_2), and Cooperation (X_3) on Employee Performance (Y) is very strong, because it falls in the interval 0.80–0.849. The R Square value of 0.719 means that 71.9% of the variation in employee performance can be explained by these three variables, while the remaining 28.1% is influenced by other variables not analyzed in this research.

Table 10 Multiple Linear Regression Test Results

Coefficientsᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	T	Say.
		B	Std. Error	Beta		
1	(Constant)	,690	2,162		,319	,751
	Turnover	-,023	,092	-,017	-,248	,805
	Task Commitment	,392	,069	,380	5,653	,000
	Cooperation	,584	,064	,663	9,179	,000

a. Dependent Variable: Y_TOTAL
Source: SPSS viewer 22.0

In the table above you can see a constant coefficient of 0.690. regression coefficient Turnover (b1) = 0.-023, Task Commitment regression coefficient (b2) = 0.392, Cooperation regression coefficient (b3) = 0.584. Thus can be made linear regression equation:

$$Y = a + b1X1 + b2X2 + b3X3 \text{ or } Y = 0.690 + -0.023X_1 + 0.392X_2 + 0,584X_3$$

The regression equation shows the following results:

1. A constant of 0.690 means that if Turnover (X1), Task Commitment (X2), and Cooperation (X3) are 0, then employee performance (Y) is 0.690.

2. The Turnover regression coefficient (X1) of -0.023 shows a negative relationship, meaning that an increase in Turnover of 1 unit will reduce employee performance by 0.023.

3. The Task Commitment regression coefficient (X2) of 0.392 shows a positive relationship, meaning that an increase of 1 unit of Task Commitment increases employee performance by 0.392.

4. The Cooperation regression coefficient (X3) of 0.584 shows a positive relationship, meaning that an increase of 1 unit of Cooperation increases employee performance by 0.584.

F Test Results

The F test is carried out to determine whether all independent variables simultaneously have a significant effect on the dependent variable. This test is carried out by comparing the calculated F value with the F table at an error rate of 5% ($\alpha = 0.05$). If the calculated F is greater than the F table and the significant value is less than 0.05, then the hypothesis is accepted. Conversely, if the calculated F is smaller than the F table and the significant value is greater than 0.05, the hypothesis is rejected. With 3 degrees of freedom for df1 (k-1) and 44 for df2 (n-k), the Ftable obtained is 2.39.

Table 11 ANOVA F test[a]

Model		Sum of Squares	Df	Mean Square	F	Say.
1	Regression	258,627	3	86,209	58,027	,000[b]
	Residual	101,026	43	1,486		
	Total	359,653	46			

a. Dependent Variable: Minat
b. Predictors: (*Constant*), Collaboration, Task Commitment, Turnover,
Source: spss viewer 22.0

This section shows the magnitude of the probability or significance number in the Anova calculation which will be used to test the feasibility of the regression model provided that a good probability number to be used as a regression model must be smaller than 0.05.

1. The Anova test produces n F numbers $_{count}$ equal to $58.027 > F_{table}$ of 2.79 with a significance level (probability number) of 0.05. F_{table} can be calculated as: df 1 (n1) = k-1, and df 2 (n2) = n-k. Because $F_{count} > F_{table}$, eye H_{the} rejected and H_1 accepted. So the regression coefficient$_1$ (Turnover), X_2 (Task Commitment), and$_3$ (Cooperation), together they have a significant effect on variable Y (employee performance).

2. To be used as a regression model that can be used to predict dependent variables, the significance number (sig) must be smaller than 0.05 (< 0.05).

CONCLUSION

Based on the results of the data analysis that has been carried out, it can be concluded that the Turnover variable (X_1), Task Commitment (X_2), and Cooperation (X_3) has a significant influence on Employee Performance (Y) at PT. Alam Gemilang Energi, both partially and simultaneously. Partially, the Turnover variable has a significant influence on employee performance with a

contribution of 8.1%. This shows that a high turnover rate can reduce employee performance, although the effect is not dominant.

Task Commitment shows a significant influence with a contribution of 32.4%. The higher the employee's task commitment, the better their performance. The Collaboration variable has the most dominant influence on performance, with a contribution of 58.7%, indicating that a collaborative work environment and harmonious work relationships are very important in improving employee performance. Simultaneously, the three variables have a significant influence on employee performance with an R Square value of 71.9%. This suggests that Turnover, Task Commitment, and Cooperation together explain most of the variation in employee performance. The remaining 28.1% was influenced by other factors not examined in this study. Thus, companies need to pay more attention to managing turnover, increasing task commitment, and creating a collaborative work culture to optimize employee performance as a whole.

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