

The Influence of Emotional Intelligence and Job Burnout on The Turnover Intention Employee's at PT Banjarmasin Bangkit

Farida Ulyani¹, M. Hasanur Arifin^{2*}, Rizky Muslim Hidayat³, Humaidi⁴

^{1,2,3,4}Business Administration, Lambung Mangkurat University, Indonesia

*Corresponding Author: mhasanurarifin.fisip@ulm.ac.id

Abstract: This research aims to investigate the effect of emotional intelligence and job burnout on the turnover intention. This study uses a quantitative analysis method which aims to analyze the relationship between the observed variables using multiple regression analysis. Respondent consists of 46 employees of PT. Banjarmasin Bangkit taken with a saturated sample technique. The data collection method used a questionnaire and analyzed using SPSS 26. The results of the research proves that emotional intelligence has a positive and significant affect partially on the turnover intention with the influence of 0,637 or 63,7% and job burnout has a positive and significant affect partially on the turnover intention with the influence of 0,274 or 27,4%. Emotional intelligence and job burnout have significant effect simultaneously on the turnover intention with the influence of 0,753 or 75,3%.

Keywords: Procedures Emotional Intelligence, Job Burnout, Turnover Intention

INTRODUCTION

Even though in the era of the industrial revolution 4.0, almost most companies have transformed from conventional concepts to virtual ones (digitization). However, organizations/companies still need human resources to achieve organizational goals. According to (Gaol, 2019), people are the most important resource of an organization. Humans provide talents, skills, knowledge and experience to achieve organizational goals. The company's success is measured by the company's ability to achieve the expected targets, both in terms of growth and profit or survival in the short and long term. This of course depends on management's ability to run the company, as well as the ability of human resources to support or assist management in running the company as stated by (Gaol, 2019). According to (Gaol, 2019) HR in a company is a key factor for the running of the company today and the development of the company in the future, one of the operating factors besides machinery and equipment, as well as financial materials. In this case, HR is considered passive and is only measured by its productivity, but this is not true because HR itself can influence productivity so that the level of productivity can increase or vice versa, it really depends on the motivation and perception of HR towards themselves and the company. Thus, human resources in the company must be managed well and developed continuously with the right strategy. Rapid changes in times make strategic planning even more important. In fact, this will be more difficult to formulate in the management of a company with many problems that must be resolved while resources are limited. So, leaders need to focus and emphasize on company issues that are truly important, including HR issues, as stated by (Gaol, 2019)

According to (Gaol, 2019), the various influences of change that occur require companies to open themselves to the demands of change and strive to develop strategies and policies that are in line with changes in the business environment which depend on the company's ability to adapt to environmental influences. Based on this, Indonesia is one of the countries that continues to strive to develop infrastructure. These efforts are implemented through various infrastructure development programs along with support for development implementation consisting of management. Water Resource, road management, settlement development, housing construction, housing financing facilitation, construction services development, research and development, human resource development, control and supervision

and governance of development implementation. From a macro perspective, infrastructure development as a whole has had an economic impact, both at the construction stage of infrastructure development and at infrastructure operations. The following are the achievements of the PUPR ministry's strategic plan for 2015-2019:



Figure 1. PUPR Infrastructure Targets and Achievements 2015-2019 in the Water Resources Sector
Source: Regional Infrastructure Development Agency 2019

Based on figure 1. during the 2015–2019 period, natural resource management is generally aimed at achieving targets to support food sovereignty, water security and energy sovereignty. The contribution of natural resource development results to the achievement of food sovereignty, water security and energy sovereignty is reflected in the use of natural resource development results, one of which is a number of areas that are protected from the dangers of flood impacts, volcanic sediment/lava, and coastal erosion, which has contributed to the protection of a number of lands. productive, tourist areas, industry, housing, settlements and other buildings and properties, including protection of residents in carrying out their social and economic activities.



Figure 3. PUPR Infrastructure Targets and Achievements 2015-2019 for the Highways Sector
Source: Regional Infrastructure Development Agency 2019

Based on figure 1.2 during the 2015 – 2019 period, road management which includes the construction and maintenance of roads and bridges is generally aimed at increasing connectivity and strengthening infrastructure competitiveness, and more specifically aimed at accelerating transportation development which encourages strengthening national industry to support national systems and national connectivity as well as build an integrated transportation system and network to support investment in economic corridors, priority industrial areas, national tourism strategic areas, and other growth centers in non-economic corridor areas. Based on this, road construction and maintenance until the end of 2019 has resulted in the steady condition of national roads reaching 92.81% and the level of national road accessibility reaching 87%. Under these conditions, the flow of transportation, logistics, goods and services between regions will become more efficient. On the other hand, with the construction of new roads, a number of areas have access to transportation which can speed up traffic and reduce logistics costs, and open up the isolation of several areas.

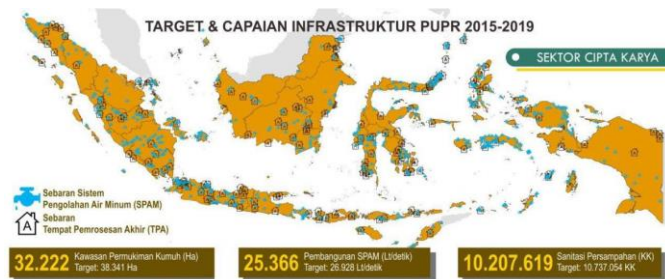


Figure 3. PUPR Infrastructure Targets and Achievements 2015-2019 in the Human Sector
Source: Regional Infrastructure Development Agency 2019

Based on figure 1.3 during the 2015–2019 period, the development and development of residential infrastructure is aimed at providing adequate basic infrastructure services to realize the quality of life for Indonesian people in line with the principle of "infrastructure for all". To achieve this goal, development of settlement infrastructure is focused on providing adequate access to drinking water services for the community, developing residential areas that are livable for the community through slum settlement planning, and fulfilling access to adequate sanitation services for the community. Efforts to achieve goals through a development focus are carried out by collaborating with various stakeholders, including the central government, regional government, community and private sector. By the end of 2019, residential area development activities had been able to reduce the size of urban slum areas, the coverage of national drinking water services had increased and was supported by an increase in the number of healthy PDAMs, and the provision of adequate access to sanitation services for the community was carried out through the development of residential environmental sanitation in the form of management. waste water, solid waste and environmental drainage have increased.



Figure 4. PUPR Infrastructure Targets and Achievements 2015-2019 for the Housing Sector
Source: Regional Infrastructure Development Agency 2019

Based on figure 1.4 during the 2015–2019 period, housing development is aimed at expanding access to decent housing equipped with adequate facilities and infrastructure for all community groups in an equitable manner, through the development of a multi-system of housing provision in a complete and balanced manner. Through the implementation of this program, it was recorded that 4,800,170 habitable housing units were provided in Indonesia in the 2015–2019 period, 71.37% of which were houses intended for Low Income Communities. In addition to achieving the infrastructure strategic plan in 2015-2019, the vision of infrastructure development that the Indonesian Government continues to carry out is the mandate of the 2015-2025 RPJPN, namely: The realization of infrastructure that provides benefits to the welfare of the people and prosperity of the people in a fair and equitable manner, supports development

in various fields, maintains national unity and unity, as well as improving relations between nations as stated by (Sucahyono, 2020). The following are Indonesia's infrastructure targets for 2020-2024:



Figure 5. Indonesia's Infrastructure Target for 2020-2024
Source: Regional Infrastructure Development Agency 2021

According to (Sucahyono, 2020), in the next five years (2020-2024), the regional development target that will be achieved is "Reducing disparities between regions by encouraging the transformation and acceleration of development in the KTI region (Eastern Indonesia Region), namely Kalimantan, Nusa Tenggara, Sulawesi, Maluku, and Papua, and continue to maintain growth momentum in the Java Bali and Sumatra regions." So the concept of regional development is illustrated as integrated PUPR regional infrastructure development and directed at accelerating physical development in regional economic growth centers in accordance with their clusters, especially developing regions outside Java (Sumatra, Java, Kalimantan, Sulawesi and Papua) by maximizing profits agglomeration, exploring regional potential and advantages and increasing efficiency in the provision of infrastructure in the provision of infrastructure within the region, between regions and between regions.

Kalimantan is one of the main targets for infrastructure development. Based on this, (Sucahyono, 2020) revealed policies and priorities for the development of the Kalimantan Island region in the next 5 (five) years, including maintaining Kalimantan's function as the heart of the world (Heart of Borneo) by maintaining the area with environmental and ecological preservation functions; downstream agriculture (rice production centers), plantations (corn production centers), and mining to accelerate economic transformation in the Kalimantan region and at the same time increase the region's economic capacity against commodity price fluctuations; strengthening preparedness, mitigation and adaptation to forest fire and flood disasters; construction of the National Capital in East Kalimantan; acceleration of border area development. It is hoped that moving the National Capital from Java Island to Kalimantan Island will help encourage economic diversification and increase the output of non-traditional economic sectors such as government, transportation, trade, processing and will be stimulated to support economic growth in the Kalimantan region. The development strategy for the Kalimantan Region is improving basic services (education and health services, vocational education for agriculture, fisheries, mining and tourism), strengthening regional growth centers, implementing regional autonomy, strengthening connectivity through sea, river, land and intermodal connectivity. air, mainstreaming disaster management and climate change adaptation.

Based on the results of interviews with PT. Banjarmasin Bangkit has several companies operating in the same field, namely heavy equipment rental. Based on the results of interviews with PT. Banjarmasin Bangkit, this company has an advantage compared to other companies, namely by providing heavy equipment with Mobile Crane specifications from a capacity of 25 Tons to a capacity of 230 Tons, each of which is the newest unit with the latest technology and has certification, both Oil and Gas, Minerba and Manpower, which is operated by experienced Operators, Drivers and Helpers. PT. Banjarmasin Bangkit is a company domiciled and has its head office in Banjarmasin. PT. Banjarmasin Bangkit itself not only operates in the field of heavy equipment rental (crane rental) but also operates in the field of Projects, Trucking both Trontons and Trailers and also provides additional services in the

field of Loading and Unloading Companies as well as Custom Clearance for both Export and Import which carries out activities in ports and transshipment activities at sea. Apart from that, PT. Banjarmasin Bangkit also provides construction services for building public facilities such as building hospitals, building airports, building bridges and maintaining water resources such as maintenance on water turbines. PT. Banjarmasin Bangkit has 46 employees and based on this it can be concluded that the success of a company is determined by the conditions and behavior of the human resources owned by the organization/company itself. One form of obstacle that hinders the company's performance process is the high employee turnover rate as stated by (Willie et al., 2019).

According to (Willie et al., 2019) the high turnover rate in companies will increasingly lead to various costs, such as training costs and recruitment costs that must be incurred by the company. Employee turnover can also hinder a company's progress because new employees need to adjust. Employee turnover itself can occur due to termination of employment from the organization/company due to poor performance, and can also occur because employees leave the company voluntarily. Therefore, organizations/companies are required to be responsive in dealing with this employee turnover problem. One effort that can be made by an organization/company is to identify the factors that cause employees' desire to move (turnover intention), either by evaluating the organization itself or by evaluating members of the organization. Based on the results of interviews with PT administrative staff. Banjarmasin Bangkit, as many as 2 out of 4 employees who violated the company's SOP decided to resign, bringing the total number of employees who resigned at PT. Banjarmasin Bangkit became 14 people in the last five years.

Based on the data above, there was a significant increase in the number of employees in 2020, namely 9 employees who worked in the field decided to resign from the company. Based on the results of interviews with HRD from PT. Banjarmasin the rise in employee termination due to voluntary resignation, one of which occurred because the employee's family did not agree if the individual had to be on site (project location) for more than 6 months, especially in 2020 due to the pandemic, many project locations were under lockdown, such as Adaro issued regulations during the pandemic where project locations were locked down for 1 year. So that no one can leave or enter until the specified time limit. This made employees and their families feel objectionable so they chose to resign.

Then the researcher made observations again by conducting interviews with PT. Banjarmasin Bangkit aims to find out what causes employees to want to move. Based on the results of interviews, employees often feel stressed due to high workloads, work fatigue, difficulty managing emotions, and frequent miscommunication. The desire to move within an organization is usually caused by individual desires caused by various factors. These factors consist of internal factors and external factors. Internal factors include motivation, educational background, work experience, geographical conditions, social and organizational support, job satisfaction, engagement, fatigue or boredom, personality, and emotional intelligence. Meanwhile, external factors include salary/wages, incentives, superior attitudes, supporting space and facilities, job promotions, organizational culture, work environment, career opportunities outside the company, commitment, and social relationships as expressed by (Wahyuni et al., 2014) in (Kartono & Hilmiana, 2018).

Based on the results of observations through interviews with one of the employees of PT. Banjarmasin Bangkit, sometimes employees find it difficult to control their emotions. However, on the other hand, job demands that require employees to have a professional attitude can help employees control their emotions so that the negative emotions that employees feel can be controlled. In addition, when employees are in a bad mood, miscommunication often occurs between co-workers because not all employees are able to feel or understand the atmosphere and points of view of their co-workers. So, when employees find it difficult to manage stress caused by emotional pressure and have difficulty adapting to work situations that require them to suppress their emotions due to work pressure, this results in employees considering leaving the company and considering looking for a new work environment. Apart from that, based on the results of an interview with one of the employees of PT. Banjarmasin Bangkit, employees also have high fatigue. This occurs due to the extreme working climate because some project locations are located in mining and forest areas where temperatures are hot and humidity levels tend to change, thus affecting the physical health conditions of

employees. Apart from that, employees also have a high workload, one of which is operating heavy equipment units by carrying out calculations that require high concentration by paying attention to work safety standards and to complete projects employees often work overtime, as a result some employees experience physical illness, one of which is illness. headache, body feeling weak and difficulty sleeping. On the other hand, completing a project that takes months in a location far from residential areas, especially far from family, makes employees feel emotional exhaustion, one of which is feeling boredom which makes employees consider returning to their original residence by quitting the company.

According to (Kartono, 2017) work fatigue (Burnout) is an individual's condition of physical, mental and emotional exhaustion, due to stress experienced over a relatively long period of time and in situations that require quite high emotional attachment. According to (Gaol, 2019) poor employee health caused by physical fatigue will result in a tendency for high levels of absenteeism and low levels of productivity. In addition, poor mental conditions resulting from emotional exhaustion are often shown by frequently not coming to work or arriving late and can cause high labor turnover as well as poor relationships between subordinates and superiors or between co-workers. Based on this, for some employees who have the desire and are thinking about moving, they consider looking for work in the area where they live. Apart from that, employees who are thinking about moving, they have to consider if they resign whether they will get a job and appropriate compensation like the company where they currently work or not.

LITERATURE REVIEWS

Human Resource Management

According to (Kasmir, 2019:6) human resource management is the process of managing people, through planning, recruitment, selection, training, development, providing compensation, career, safety and health as well as maintaining industrial relations until termination of employment in order to achieve company goals and increase welfare of stakeholders. According to (Larasati, 2018) the general goal of human resource management is to optimize the productivity of all workers in an organization. In this case, productivity is defined as the result of a company's production (output) (goods and services) of (people, capital, materials, energy). Thus, human resources in the company must be managed well and developed continuously with the right strategy. Rapid changes in times make strategic planning even more important. In fact, this will be more difficult to formulate in the management of a company with many problems that must be resolved while resources are limited. Leaders need to focus and emphasize on company problems that are truly important, including human resource problems, one of which is employee turnover as expressed by (Gaol, 2019). Because after investing time and resources in selecting, training and assessing employees, companies certainly want their employees to stay with the company, but unfortunately retaining good employees is a challenge in itself for the company. Therefore, to retain company employees requires an understanding of the forces that encourage employees to leave the company as expressed by (Dessler, 2015).

Turnover Intention

Turnover is defined as the act of withdrawing from an organization, whether voluntarily or not. (Robbins, 2005) in (Akbar, 2018). According to (Morhead and Griffin, 1996) in (Akbar, 2018) also defines turnover as the permanent termination of a person from their job in a work organization. Based on the statement above, it can be concluded that turnover is someone leaving a company. Turnover can be in the form of resignation, moving work units, dismissal by the organization, or due to the death of a member as stated by (Robbins & Judge, 2016). Fawzi (2012:3) in (Rismayanti et al., 2018) explains that turnover intention is a classic problem that entrepreneurs always face. As with ongoing replacements, both replacements are due to age or resignation. If turnover is caused by age factors, the company can anticipate this by preparing cadres to replace the employee's position. However, if employee turnover is caused by resignation, it will make things difficult for the company because it is related to the implementation of the work program



that has been set by the company. Kartono (2017) explains that turnover intention is a subjective perspective from organizational members to quit their current job with the aim of looking for other opportunities. On the other hand (Siregar, 2006) defines turnover intention as the employee's tendency or intention to quit their job voluntarily according to their own choice. According to (Ronald and Milkha, 2014) in (Rismayanti, et al., 2018) also stated that turnover intention is the tendency or intensity of individuals to leave the organization for various reasons, including to get a better job. Employees who leave the organization at the request of the organization or on their own initiative can disrupt operational processes, teamwork dynamics and company performance. The further impact of high turnover intention will certainly create costs for the organization. Especially for an organization that has made a very large investment in employee training and development, as stated by (Kartono, 2017).

Emotional Intelligence

Emotional intelligence is an individual's ability to adapt and control their emotions regarding events around them. Emotional intelligence is generally related to a person's actions, how he reacts to his environment, how he controls his mood and controls himself when there is an urge to do something that has a negative impact on his life. According to (Goleman, 2005) explains that emotional intelligence refers to the ability to recognize our own feelings and the feelings of others, the ability to motivate ourselves, and the ability to manage emotions well in ourselves and in relationships with other people. In addition, (Goleman, 2016) states that emotional intelligence offers additional advantages in the work environment where people who are emotionally competent or know and handle their own feelings well, and who are able to read and deal with the feelings of others effectively have an advantage in every area, whether in friendly relationships or in capturing the unwritten rules that determine success in politics or organizations. Individuals with well-developed emotional skills are likely to be happy and successful in life, mastering habits of mind that drive their productivity, whereas people who cannot muster some degree of control over their emotional lives will experience inner struggles that rob them of their ability to focus on work and have clear mind. Based on this, (Goleman, 2016) states how a person's emotional level can inhibit or enhance our ability to think and plan, to pursue exercises for long-term goals, to solve problems, etc. It is these emotions that determine the limits of our innate mental abilities and thereby determine our success in life. So, it can be said that emotional intelligence is a major skill, an ability that deeply influences all other abilities, either facilitating or hindering those abilities.

Job Burnout

According to (Kartono, 2017) work fatigue (Burnout) is an individual's condition of physical, mental and emotional exhaustion, due to stress experienced over a relatively long period of time and in situations that require quite high emotional attachment. (Supriatna, 2012) in (Tanjung & Rachmalia, 2019) states that work fatigue (burnout) is a fatigue caused by someone working too intensely, dedicatedly and committed, working too much and too long so that they view their needs and desires as secondary. This causes the individual to feel pressure to contribute more to the organization. According to (Juliana et al., 2018) Work fatigue describes the body's entire response to the activities carried out and the exposure received during work. When the body works for 8 hours, the body will be susceptible to fatigue. A body that is tired will experience symptoms such as frequent yawning, thirst, drowsiness and difficulty concentrating. There are several indications of work fatigue, namely weakening of activity, weakening of work motivation and physical fatigue. In addition, burnout is one of the negative outcomes that describes various employee behaviors and attitudes in high-stress workplaces as expressed by (Lee & Ashforth, 1996) in (Elçi et al., 2018). According to (Kartono, 2017) states that work fatigue (Burnout) is an individual's condition of physical, mental and emotional exhaustion. The consequences of burnout are characterized by decreased motivation for work, the emergence of negative attitudes, feelings of frustration, and decreased productivity at work. (Kartono, 2017) also explains that fatigue can be caused by the first two factors, situational factors in the form of job characteristics, position characteristics and organizational characteristics. Second, individual factors in the form of demographics, personal



characteristics and work attitudes. The burnout indicators according to (Kartono, 2017) are exhaustion, depersonalization (cynism), and low personal accomplishment.

RESEARCH METHOD

In this research. The research approach used is a quantitative approach. According to (Sugiyono, 2017; 8) quantitative research methods can be interpreted as research methods that are based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, quantitative/statistical data analysis, with the aim of testing existing hypotheses. has been established. The type of research used is causal associative research. In this study, researchers tried to describe the factors of Emotional Intelligence and Job Burnout on Turnover Intention. In this research, the population is employees of PT. Banjarmasin Bangkit, numbering 46 people. In this research, the sampling technique used was a non-probability sampling technique, namely saturated sampling. According to Sugiyono (2017:85) saturated sampling is a sampling technique when all members of the population are used as samples. Therefore, the sample in this study was all members of the sample population, namely employees of PT. Banjarmasin Bangkit, numbering 46 people. The data collection technique used in this research is a questionnaire. The data analysis technique used in this research uses multiple linear analysis, using IBM SPSS Series 26.

RESULT AND DISCUSSION

Multiple Linear Regression Analysis

Based on the regression results using the SPSS program, the regression coefficient was obtained which can be seen in table 1 below:

Table 1. Results of multiple linear regression coefficients

		Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,124	1,800		,624	,536		
	Emotional Intelligence	,415	,083	,637	5,017	,000	,341	2,931
	Job Burnout	,183	,085	,274	2,160	,036	,341	2,931

a. Dependent Variable: Turnover Intention

Source: SPSS Data Processing Results 26, 2021

Based on table 1, the following multiple linear regression equation is obtained:

$$Y = 1.124 + 0.415 X1 + 0.183 X2 + e$$

The above equation can be explained as follows:

1. Based on the results of the regression equation above, a constant value of 1.124 is obtained. This means, if the conditions for the Emotional Intelligence and Job Burnout variables are considered constant, then the resulting Turnover Intention variable is 1.124.
2. The value of 0.415 for the Emotional Intelligence variable is positive, so it can be said that the Emotional Intelligence variable has a positive relationship with Turnover Intention. This means that if the Emotional Intelligence variable increases by one unit, the Turnover Intention variable will increase by 0.415.

3. The value of 0.183 for the Job Burnout variable is positive, so it can be said that the Job Burnout variable has a positive relationship with Turnover Intention. This means that if a one-unit increase in the Job Burnout variable results in the Turnover Intention variable increasing by 0.183.
4. Standardized Coefficients Beta for the Emotional Intelligence variable is 0.637, indicating that the regression model between Emotional Intelligence and Turnover Intention is strong because it is above 0.05. This means that the influence of Emotional Intelligence on Turnover Intention is 63.7% in a positive direction.
5. Standardized Coefficients Beta for the Job Burnout variable is 0.274, indicating that the regression model between Job Burnout and Turnover Intention is strong because it is above 0.05. This means that the influence of Job Burnout on Turnover Intention is 27.4% in a positive direction

Hypothesis testing

1. Partial Test (T Test)

The t test in this study aims to test whether the relationship between the independent variables Emotional Intelligence and Job Burnout and the dependent variable Turnover Intention is significant or not. The results of the t test in this study can be seen in table 2 below:

Table 2. Partial test results (t test)

		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	1,124	1,800		,624	,536		
	Emotional Intelligence	,415	,083	,637	5,017	,000	,341	2,931
	Job Burnout	,183	,085	,274	2,160	,036	,341	2,931

a. Dependent Variable: Turnover Intention

Source: SPSS Data Processing Results 26, 2021

Based on table 2. The results of the t test are obtained as follows:

a. The Influence of Emotional Intelligence on Employee Turnover Intention at PT. Banjarmasin Rises

Based on partial test results on the Emotional Intelligence variable with a significance level of 95% ($\alpha = 0.05$). The significance figure (P Value) is $0.000 < 0.05$ with a calculated t value of $5.017 > t$ table 2.0167. On the basis of this comparison, H_0 is rejected or it means that the Emotional Intelligence variable has a significant influence on the Turnover Intention variable of 63.7%. Based on the results of this analysis, it can be said that emotional intelligence can influence employees' desire to move from the company. This is because when employees have a low level of emotional intelligence, they will have difficulty managing their emotions. Someone is said to be emotionally intelligent when they are able to recognize their own emotions (such as; happy, sad, angry, etc.), someone can also be said to be emotionally intelligent when they can manage their emotions well when in bad conditions, can read social situations, motivated to become better and able to understand other people's points of view.

However, a person's level of emotional intelligence can also be influenced by the environment, be it the social environment, family environment or work environment. When someone is faced with pressure, stress and an unsupportive environment it can cause the individual to feel physical, mental and emotional fatigue. Someone who is faced with such a situation will usually have difficulty managing their emotions, so often individuals who cannot manage their emotions well experience decreased productivity, lose motivation, experience physical pain that makes it impossible for them to work and tend to have bad relationships with people. -the people around him. This is what can cause individuals to think about leaving the company when

they cannot manage their emotions to maintain relationships between co-workers or maintain their responsibilities as an employee, so that the employee thinks about looking for better career opportunities outside the company.

This statement is supported by (Goleman, 2016) who states that emotional intelligence offers additional advantages in the work environment where people who are emotionally capable or know and handle their own feelings well, and who are able to read and deal with other people's feelings effectively have an advantage in every field, whether in friendly relations or in capturing the unwritten rules that determine success in politics or organizations. Individuals with well-developed emotional skills are likely to be happy and successful in life, mastering habits of mind that drive their productivity, whereas people who cannot muster some degree of control over their emotional lives will experience inner struggles that rob them of their ability to focus on work and have clear mind.

b. The Effect of Job Burnout on Employee Turnover Intention at PT. Banjarmasin Rises

Based on partial test results on the Job Burnout variable with a significance level of 95% ($\alpha = 0.05$). The significance figure (P Value) is $0.036 < 0.05$ with a calculated t value of $2.160 > t$ table 2.0167 . On the basis of this comparison, H_0 is rejected or means that the Job Burnout variable has a significant influence on the Turnover Intention variable of 27.4%. Based on the results of this analysis, it can be said that work fatigue can influence employees' desire to move. This can be caused by work pressure and high workloads which can cause employees to feel physically exhausted, mentally exhausted or emotionally exhausted. Especially when someone works in the construction sector where their work has a certain target completion time and it takes months to work on one project, so employees often feel stressed and under pressure. In certain cases, physical fatigue can cause injuries that prevent employees from working optimally, mental fatigue can also cause employees to feel like they have failed and are unhappy with their work, and emotional fatigue can cause employees to feel stressed and depressed. Employees who feel tired physically, mentally or emotionally tend to withdraw and reduce their involvement in their work, employees who are tired can also cause feelings of dissatisfaction with themselves and dissatisfaction with their work, so that employees do not have the motivation to work better and tend to choose to quit his job and look for better career opportunities.

This statement is supported by (Kartono, 2017) where work fatigue (Burnout) is an individual's condition of physical, mental and emotional exhaustion, due to stress experienced over a relatively long period of time and in situations that require quite high emotional attachment. (Kartono, 2017) states that work fatigue (Burnout) is an individual's condition of physical, mental and emotional exhaustion. The consequences of burnout are characterized by decreased motivation for work, the emergence of negative attitudes, feelings of frustration, and decreased productivity at work

2. Simultaneous Test (F Test)

The F test in this research is a test carried out to determine the relationship between the independent variable and the dependent variable, whether the variables Emotional Intelligence (X1) and Job Burnout (X2) really influence simultaneously (together) on the dependent variable Turnover Intention (Y). The results of the F test in this research can be seen in table 3 below:

Table 3. Simultaneous test results (F test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	456,327	2	228,163	69,507	,000 ^b
	Residual	141,152	43	3,283		
	Total	597,478	45			

a. Dependent Variable: Turnover Intention

b. Predictors: (Constant), Job Burnout, Emotional Intelligence

Source: SPSS Data Processing Results 26, 2021



Based on the results of simultaneous testing, the calculated F value was 69.507 with a significance figure (P value) of 0.000. With a significance level of 95% ($\alpha = 0.05$). The significance figure (P value) is $0.000 < 0.05$ with a calculated F value of $69.507 < F$ table value of 3.21. On the basis of this comparison, H_0 is rejected or means that the Emotional Intelligence and Job Burnout variables have a significant influence simultaneously on the Turnover Intention variable of 75.3%. Based on the results of this analysis, it can be said that emotional intelligence and work fatigue jointly influence employees' desire to move. This is because each employee has a different level of emotional intelligence and level of work fatigue. When individuals cannot adapt to the environment, especially the work environment, this can affect their emotions. This can be caused by a high workload which makes employees often feel physically exhausted, mentally exhausted or emotionally exhausted. Especially when the work takes months and is carried out in areas that are difficult to reach by internet networks and far from residential areas such as mining areas and forests. When employees feel pressured and stressed due to work demands, their emotions tend to become unstable and they have difficulty controlling these emotions, employees lose motivation to work, become pessimistic and have difficulty adapting to work environment situations and cannot manage good relationships with colleagues. Work

Based on this, when employees feel unable to adjust to their work environment because they feel work fatigue caused by pressure and workload that is too high and causes them to be emotionally unstable, dissatisfied with their work and unable to maintain their professionalism at work, then they will think about leaving the company where they work and look for better career opportunities. This statement is supported by (Goleman, 2005) explaining that emotional intelligence refers to the ability to recognize our own feelings and the feelings of others, the ability to motivate ourselves, and the ability to manage emotions well in ourselves and in relationships with other people. Apart from that, (Kartono, 2017) also states that work fatigue (Burnout) is an individual's condition of physical, mental and emotional exhaustion. The consequences of burnout are characterized by decreased motivation for work, the emergence of negative attitudes, feelings of frustration, and decreased productivity at work.

3. Coefficient of Determination

According to Ghozali (2018), the coefficient of determination (R^2) essentially measures how far the model's ability is to combine variations in the dependent variable. If the number of independent variables in the research is more than one, more accurate results will be obtained if you use the Adjusted R Square value. The value used in this research is the R Square value because this value can increase or decrease if one independent variable is added to the model being tested. The Adjusted R Square value can be seen in table 4 below:

Table 4. Results of the coefficient of determination

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.874 ^a	.764	.753	1,812	2,215

a. Predictors: (Constant), Job Burnout, Emotional Intelligence

b. Dependent Variable: Turnover Intention

Source: SPSS Data Processing Results 26, 2021

Based on table 5.40, it can be seen that the Adjusted R Square value is 0.753 or 75.3%. This can be interpreted that the independent variables Emotional Intelligence and Job Burnout can explain the dependent variable Turnover Intention (Y) of 75.3%, while the remaining 24.7% is explained by other factors that were not studied.

CONCLUSION

Based on the results of data analysis and discussion regarding the influence of Emotional Intelligence and Job burnout on Turnover Intention in PT employees. Banjarmasin Rises, it can be concluded that:

1. Based on the test results, the Emotional Intelligence variable has a significant influence on the Turnover Intention variable of 63.7%.
2. Based on the test results, the Job Burnout variable has a significant influence on the Turnover Intention variable of 27.4%
3. Based on the test results, the Emotional Intelligence and Job Burnout variables have a significant simultaneous influence on the Turnover Intention variable of 75.3%, while the remaining 24.7% is explained by other factors not examined.

REFERENCES

- Akbar, M. F. (2018). *Peran Trait Kepribadian Conscientiousness Dan Openess To Experience Terhadap Turnover Intention Pada Generasi Y*. Perpustakaan Universitas Brawijaya.
- Candy, S. (2020). *Pengaruh Keterlibatan Kejadian Kelelahan Kerja Terhadap Turnover Intentions pada Karyawan CV DJAYADIPA*. Perpustakaan Universitas Ahmad Dahlan, 1–12.
- Dessler, G. (2015). *Manajemen Sumber Daya Manusia* (M. Masykur, Y. Setyaningsih, & A. Sustiwi (eds.); 14th ed.). Salemba Empat.
- Dr. Kasmir, S.E., M. M. (2019). *Manajemen Sumber Daya Manusia (Teori dan Praktik) (edisi 1)*. PT RajaGrafindo Persada.
- Elçi, M., Yildiz, B., & Erdilek Karabay, M. (2018). *How Burnout Affects Turnover Intention? The Conditional Effects of Subjective Vitality and Supervisor Support*. *International Journal of Organizational Leadership* 7(1), 47–60.
- Gaol, C. J. L. (2019). *A To Z Human Capital Manajemen Sumber Daya Manusia* (N. Purwanti (ed.); 5th ed.). PT Grasindo.
- Ghozali, P. H. I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25 (9th ed.)*. Universitas Diponegoro. www.imamghozali.com
- Goleman, D. (2005). *Working With Emotional Intelligence*. PT. Gramedia PustakaUtama.
- Goleman, D. (2016). *Emotional Intelligence (21st ed.)*. PT. Gramedia Pustaka Utama.
- Hariyati, M. (2011). *Pengaruh Beban Kerja Terhadap Kelelahan Kerja Pada Pekerja Linting Manual Di PT. Djitoe Indonesia Tobacco Surakarta*. Repository Universitas Sebelas Maret.
- Iskandar, N. Z. (2019). *Pengaruh Stres Kerja Terhadap Turnover Intention Dengan Burnout Sebagai Variabel Intervening Pada PT. Cahaya Murni Terang Timur*. Repository UIN.
- Juliana, M., Camelia, A., & Rahmiwati, A. (2018). *Analisis Faktor Risiko Kelelahan Kerja Pada Karyawan Bagian Produksi Pt. Arwana Anugrah Keramik, Tbk*. *Jurnal Ilmu Kesehatan Masyarakat*, 9(1), 53–63.
- Kartono, K., & Hilmiana, H. (2018). *Job Burnout: A Mediation between Emotional Intelligence and Turnover Intention*. *Jurnal Bisnis Dan Manajemen*, 19(2), 109–121.
- Kartono. (2017). *Personality, Employee Engagement, Emotional Intellegence, Job Burnout Pendekatan Dalam Melihat Turnover Intention (1st ed.)*. CV Budi Utama.
- Larasati, S. (2018). *Manajemen Sumber Daya Manusia (1st ed.)*. Deepublish.
- Lee, Y. H., & Chelladurai, P. (2017). *Emotional intelligence, emotional labor, coach burnout, job satisfaction, and turnover intention in sport leadership*. *European Sport Management Quarterly*, 18(4), 393–412.
- Marnisah, L. (2020). *Manajemen; Berbasis Revolusi Industri 4.0 (1st ed.)*. CV Budi Utama.
- Novliadi, F. (2008). *Intensi Turnover Karyawan Ditinjau Dari Budaya Perusahaan Dan Kepuasan Kerja*. USU Repository

- Rismayanti, R. D., Musadieg, M Al, & Aini, E. K. (2018). *Pengaruh Kepuasan Kerja Terhadap Turnover Intention Serta Dampaknya Pada Kinerja Karyawan*. Jurnal Administrasi Bisnis, 61(2), 127–136.
- Robbins, S. P., & Judge, T. A. (2016). *Organizational Behavior (16th ed.)*. Pearson Prentice Hall.
- Setyaningrum, R., Utami, H., & Ruhana, I. (2016). *Pengaruh Kecerdasan Emosional Terhadap Kinerja (Studi Pada Karyawan PT. Jasa Raharja Cabang Jawa Timur)*. Jurnal Administrasi Bisnis S1 Universitas Brawijaya, 36(1), 211–220
- Siregar, A. (2006). *Manajemen Sumber Daya Manusia*. UMM Press.
- Siswadi, Y. (2016). *Pengaruh Kelelahan Kerja Terhadap Keinginan Berhenti (Turnover Intention) Studi Pada perawat Di Rumah Sakit Muhammadiyah Medan*. Jurnal Ilmiah Manajemen Dan Bisnis, 17(02), 245–255.
- Sucahyono, H. (2020). *Rencana Strategis Badan Pengembangan Infrastruktur Wilayah 2020-2024*. Rencana Strategis BPIW 2020-2024.
- Sugiyono, P. D. (2012). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D*. CV Alfabeta. www.cvalfabeta.com
- Sugiyono, P. D. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D*. CV Alfabeta.
- Sugiyono, P. D. (2017). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D (25th ed.)*. CV Alfabeta.
- Tanjung, H., & Rachmalia, N. Y. (2019). *Pengaruh Kelelahan Kerja Dan Beban Kerja Terhadap Komitmen Organisasional Pada Petugas Pemadam Kebakaran Kabupaten Aceh Tengah*. Kebaruan Dan Kode Etik Penelitian, 95–108.
- Willie, P., Alfonsius, & Manday, C. C. R. (2019). *Pengaruh Kompensasi Dan Stress Kerja Terhadap Perputaran Karyawan Pt . Menara Mas Mega Mandiri*. Jurnal Bisnis Kolega, 5(1), 18–28.