

THE INFLUENCE OF PERSON JOB FIT, WORKPLACE SPIRITUALITY, PERSON ORGANIZATION FIT AND JOB SATISFACTION ON INTENTION TO STAY AT HOTEL NIRWANA PEKALONGAN

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ABSTRACT

This study aims to test and analyze the influence of Person Job Fit on Intention To Stay at Nirwana Pekalongan Hotel, to test and analyze Workplace Spirituality to influence Intention To Stay at Nirwana Pekalongan Hotel, to test and analyze Person Organization Fit effect on Intention To Stay at Hotel Nirwana Pekalongan and to test and analyze Job Satisfaction on Intention To Stay at Hotel Nirwana Pekalongan. The number of samples taken was 40 respondents. The type of data used in this research is primary data. Collecting data by distributing questionnaires offline. The analysis technique used is Instrument Test, Classical Assumption Test, Model Fitment Test, Multiple Linear Regression Analysis and Hypothesis Test using Partial Test (t test). The results of this study indicate that Person Job Fit has a positive and not significant effect on Intention to Stay, Workplace Spirituality has a positive and not significant effect on Intention to Stay, Person Organization fit has a positive and not significant effect on Intention to Stay, Job Satisfaction has a positive and significant effect on Intention to Stay.

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1. Introduction

In an organization, the intention to stay (intention to stay) of each employee really needs to be empowered or managed properly. Human resources are one of the most important aspects of an organization. Retaining employees to stay in the organization (intention to stay) is very important because if the desire to stay employees in an organization is low, there will be employee turnover. According to Ratnasari (2021), employee turnover can be a big problem for an organization because the organization will lose employees who have knowledge, skills, and talents. This can trigger difficulties or failure for the organization in achieving its goals.

The desire to stay (intention to stay) can be interpreted as the tendency or intention of employees to continue working in their jobs voluntarily according to their own choice (Siahaan, in Radite 2021). The main source of wealth in an organization is human resources, because without human resources, the company's activities will not run smoothly and organizational goals will not be achieved in accordance with planning. According to Ratnasari (2021), good human resource management is when the organization can provide comfort to its resources so that it can have competitiveness and generate employee desire to continue working in the organization. Employee intention to stay in an organization is a condition where employees tend to want to stay with the organization until a situation where employees are forced to leave or leave the organization for certain reasons (Ibrahim, 2016).

Hotel Nirwana Pekalongan is a company that provides overnight services or will also provide food, drinks, and other facilities for guests who come to the hotel, where all facilities will be intended for all the general public who will come to stay. To continue to compete in the world of hospitality, of course, Nirwana hotels must continue to provide the best service for visitors. High employee engagement will greatly affect the level of service in the hotel because, with high employee engagement, it will certainly lead to good employee performance. Hotel Nirwana was founded by Mr. Minarto Utaryo. Established for 55 years, in December 1967. The initial number of employees was 45, but now, in 2023, the number of employees has reached 74 people.

The results of the interview on January 10, 2023, with Mrs. Ida Irodahanum as hotel manager, located at Resto Hotel Nirwana, showed the phenomenon that it often happens that every employee does not have a high work attachment, does not want to unite himself with work, invests his time, ability, and energy in work, and considers his work as the main part of life. This happens due to several factors, namely because employees do not understand what the characteristics of their work are. employees do not feel fully appreciated by the company for their contribution to the company because it is known that the problem in the field of human resources, especially at Hotel Nirwana, is the absence of a form of appreciation for employees. Reward in this case is attention in the form of praise, or in the form of promotions and bonuses, and another factor is the lack of company support for employees in carrying out their work, such as facilities that support employee job satisfaction for the work they do. However, there are also factors that influence employees to stay and be comfortable working in the company. Among them are the family factor in the company, guaranteed food and drinks specifically for employees, and additional wages for employees who work the night shift.

2. Literature Review

According to Robbins (2006), Subudi (2017) states that the theory of individual suitability for work is based on the idea of compatibility between the characteristics of an individual and his work environment. According to Stiadi et al. (2017), workplace spirituality is a person's perception of their workplace that can help them find purpose in life, develop relationships with coworkers and other people related to work, and have alignment between their beliefs and the organization where they work. Person-organization fit emphasizes the extent to which a person and an organization have similar characteristics in meeting their respective needs (Sekiguchi, in Ibrahim 2016). According to Sunyoto (2012), job satisfaction is a pleasant or unpleasant emotional state in which employees view their work. The tendency or intention of employees to continue working in their jobs voluntarily according to their own choices (Surantoro, 2020).

3. Method, Data, and Analysis

The type of research used by researchers for this study is causal research. The object of this research is the employees of Nirwana Hotel Pekalongan. In this study, the population used was all employees of the Nirwana Hotel, consisting of 68 employees. The sampling technique chosen was saturated sampling (census), which is a sampling method where all members of the population are used as samples. (Nurhayati, 2019). The data collection method was carried out by distributing questionnaires and conducting interviews.

4. Result and Discussion

4.1. Multiple Linear Regression Analysis

Multiple linear regression analysis is used to determine the influence of independent variables, namely Person Job Fit, Workplace Spirituality, Person Organizational Fit and Job Satisfaction on the dependent variable, namely Intention to stay. The results of multiple linear regression analysis using the SPSS program can be seen in the following table:

Table 1. Multiple Linear Regression Test Result

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	4.249	2.001		2.123	.038
	X1	-.168	.140	-.195	-1.196	.236
	X2	.655	.173	.514	3.792	.000
	X3	.329	.180	.322	1.833	.071
	X4	-.011	.124	-.012	-.089	.930

Notes: Dependent Variable: *intention to stay*

Source: SPSS output data processed 2023

From this table, the multiple regression model between the independent variable (X) and the dependent variable (Y) can be formulated in the form of the following equation:

$$Y = 4,249 - 0,168 X1 + 0,655 X2 + 0,329 X3 - 0,011 X4$$

- Based on the above equation, it can be explained as follows:
The constant value of 4.249 indicates that if the variables Person Job Fit (X1), Workplace Spirituality (X2), Person Organization Fit (X3), and Job Satisfaction (X4) are constant, the average intention to stay is 3.269.
- The coefficient value of the Person Job Fit variable (X1) is -0.168, with a negative value. This means that if the variables Workplace Spirituality, Person Organization Fit, and Job Satisfaction are considered constant, then any increase in Person Job Fit will result in a decrease in Intention to Stay.
- The coefficient value of the workplace spirituality variable (X2) is 0.655, with a positive value. This means that if the variables person job fit, person organization fit, and job satisfaction are considered constant, then any increase in workplace spirituality will result in intention to stay increasing.

- d) The coefficient value of the Person Organization Fit (X3) variable is 0.329, with a positive value. This means that if the variables Person Job Fit, Workplace Spirituality, and Job Satisfaction are considered constant, then any increase in Person Organization Fit will result in Intention to Stay increasing.
- e) The coefficient value of the job satisfaction variable (X4) is -0.011, with a negative value. This means that if the variables Person Job Fit, Workplace Spirituality, and Person Organization Fit are considered constant, then any increase in Job Satisfaction will result in a decrease in Intention to Stay.

4.2. The Effect of Person Job Fit on Intention To Stay

The results of the analysis prove that Person Job Fit (X1) has a negative and insignificant effect on Intention to Stay (Y) at Hotel Nirwana Pekalongan. This is indicated by the results of the regression calculation of the Person Job Fit (X1) variable of -0.168 and the results of the partial test (t-test) of the Person Job Fit (X1) variable showing a significance value of 0.236 greater than 0.05.

According to Rosari (2009), the person-job fit theory is based on the personality of the employee and his job. When the personality of the employee and the job are in line, the satisfaction of the employee will increase by itself. This means that a person will better understand the meaning of their work so that they can have the opportunity to develop themselves in the world of work.

Based on the questionnaires that have been distributed, some respondents answered neutrally to the statement that the work done provides all the things employees want and need; there is a match between work-related needs and what work can fulfill. This indicates that person-job fit among Pekalongan Nirwana Hotel employees has little effect on their intention to stay. Employees feel that they have not found a match between the employee and the work they get by looking at the abilities possessed by the employee and the demands of the work assigned. If from insignificant results, it shows that person-job fit is not the main factor in increasing the intention to stay in Pekalongan Nirwana Hotel employees. The insignificance of person-job fit is also due to employees feeling that the abilities gained from education and experience are not in accordance with the demands of the work they are currently doing.

Although not statistically significant, the result showing a negative effect is of interest. This may signify the existence of some other variables that have not been considered in the study that may affect the relationship between "person-job fit" and "intention to stay." For example, work environment variables, job satisfaction, or other personal factors may affect an employee's desire to stay. While the relationship between "person job fit" and "intention to stay" is not statistically significant, this does not mean that there is no relationship at all. There could be other factors that have not been considered, or the measures used to measure these variables may need to be updated or adjusted. Although there is no significant relationship, the information from this study can provide valuable insights to the management of Hotel Nirwana Pekalongan. It can help them to further evaluate what factors are more important in influencing employees' desire to remain working at the hotel.

The results of this study are in line with research conducted by Anas Tegar Saputra and Indi Djastuti (2018), which states that person-job fit has a negative and insignificant effect on intention to stay. It can be said that the relationship between a person's job fit and their intention to stay is negative and insignificant. This means that every time there is an increase in person job fit, it will reduce employee intention to stay.

4.3. The Effect of Workplace Spirituality on Intention To Stay

The results of the analysis prove that workplace spirituality (X2) has a positive and significant effect on intention to stay (Y) at Hotel Nirwana Pekalongan. This is indicated by the results of the regression calculation of the Workplace Spirituality (X2) variable of 0.655 and the results of the partial test (t-test) of the Workplace Spirituality (X2) variable showing a significance value of 0.000 less than 0.05.

According to Stidi et al. (2017), workplace spirituality is a person's perception of their workplace that can help them find purpose in life, develop relationships with coworkers and other people related to work, and have alignment between their beliefs and the organization where they work.

When Hotel Nirwana Pekalongan guarantees the state of spirituality in the workplace, employees will give back in the form of expressing their desire to stay in a higher organization. Conversely, when Hotel Nirwana does not guarantee the state of spirituality in the workplace, it will negatively affect the low desire of employees to stay in the organization. For example, when employees do not get guaranteed environmental or group conditions, such as not getting recognition of being part of a community or family at work, it can reduce their desire to stay in the organization. Robbins (2008), in Prakoso et al. (2018), explain that workplace spirituality makes a person have an inner life that grows because of their work in a community or organization.

Based on the questionnaires that have been distributed, some respondents feel that the environment in which employees work is very meaningful to life. The environment where employees work has values that are in accordance with the morals and principles of employees. If the results are significant, it shows that workplace spirituality is the main factor in increasing the intention in increasing the intention to stay at Pekalongan Nirwana Hotel.

The results of this study are in line with research conducted by Riyadus Solichin (2019), which states that workplace spirituality has a positive and significant influence on intention to stay. It can be said that the relationship between workplace spirituality and the intention to stay is positive and significant. This means that every increase in workplace spirituality will increase employee intention to stay.

4.4. The Effect of Person Organization Fit on Intention To Stay

The results of the analysis prove that Person Organization Fit (X3) has a positive and insignificant effect on Intention to stay (Y) at Hotel Nirwana Pekalongan. This is indicated by the results of the regression calculation of the Person Organization Fit (X3) variable of 0.329 and the partial test results (t-test) of the Person Organization Fit (X3) variable showing a significance value of 0.071 greater than 0.05.

According to Kristof (in Ibrahim, 2016) Person Organization Fit is broadly defined as the compatibility between organizational values and individual values. person organization fit is the compatibility that individuals have with the organization both in values and characteristics.

Based on the questionnaires that have been distributed, employees feel that they lack interest in the job they currently choose, employees feel that they have goals and expectations that are not in accordance with the goals to be achieved by Hotel Nirwana Pekalongan. If the results are not significant, it shows that person-organization fit is not the main factor in increasing Intention To Stay in Pekalongan Nirwana Hotel Employees. The lack of influence of person-organization fit is also due to employees feeling that the level of compatibility of employee values with the organization/company is less able to meet employee needs, so employees only do what is their

job. Employees think that if they waste a lot of time helping other employees, it will only be in vain because the salary they get is the same and employees feel less interested in the job currently chosen. Although not statistically significant, there is an indication that the fit between the employee and the organization (Person Organization Fit) can have a positive influence on employee intention to stay. This could be a good basis to pay more attention in the context of human resource management. As before, the organizational context is very important. The culture, organizational values, HR policies, and other factors unique to Hotel Nirwana Pekalongan can have a major influence on how person-organization fit is measured and interpreted. Although not significant, the results showing a positive influence provide an indication that aspects of employee-organization fit may be worth further consideration in employee retention strategies. This may suggest that the more compatible an individual's values, goals or identity are with the organization, the more likely they are to want to remain working there.

The results of this study are in line with research conducted by Suci Heriyani Vika Avinash and Anton Prasetyo (2020) which states that Person Organization Fit has a positive and insignificant effect on Intention To Stay. It can be said that the relationship between Person Organization Fit and Intention To Stay is positive and insignificant. This means that any increase in Person Organization Fit will increase employee Intention To Stay. If from insignificant results, it shows that Person Organization Fit has an influence on employee Intention To Stay but has a small impact.

4.5. The Effect of Job Satisfaction on Intention To Stay

The results of the analysis prove that job satisfaction (X4) has a negative and insignificant effect on intention to stay (Y) at Hotel Nirwana Pekalongan. This is indicated by the results of the regression calculation of the Job Satisfaction (X4) variable of -0.011 and the partial test results (t-test) of the Job Satisfaction (X4) variable showing a significance value of 0.930 greater than 0.05.

Mangkunegara (2015) says that job satisfaction is a feeling that supports or does not support employees related to their work and their condition." A mutually supportive relationship between employee self-needs and job demands will provide harmony in the fulfillment of job satisfaction. If someone is satisfied with their job, their desire to stay with the company will increase.

Based on the questionnaires that have been distributed, respondents feel that they are less satisfied with the work they are currently doing. Judging from the questionnaires that have been filled out by employees, employees feel less satisfied with the work, salary provision, self-development opportunities provided by the company, guidance provided by superiors in helping to carry out work, and less satisfied with all coworkers in terms of cooperation in completing work. Although not statistically significant, there are indications that lower job satisfaction may be associated with a lower intention to stay in the organization. This may suggest that job dissatisfaction, while not having a significant impact, may play a role in an employee's decision to stay or go. Factors affecting job satisfaction can be very diverse, ranging from aspects of the job itself to the work environment and organizational policies. It is important to understand what factors influence job satisfaction at Hotel Nirwana Pekalongan to be able to more deeply evaluate their impact on employees' intentions to stay.

Although not significant, knowing that there is a negative relationship between job satisfaction and the intention to stay suggests that management needs to pay attention to factors that influence job satisfaction. This can be a focal point for improving the work environment and working conditions to increase employee retention.

This is in line with research conducted by Silvester Sedu Kemie and Sylvia Diana Purba (2019), which states that job satisfaction has a negative and insignificant effect on intention to stay.

5. Conclusion

Based on the results of data processing that refers to the research problem and research objectives in the previous chapter, the analysis results prove that Person Job Fit has a negative and insignificant effect on Intention to stay. Workplace Spirituality has a positive and significant effect on Intention to stay. Person Organization Fit variables have a positive and insignificant effect on Intention to stay. Job Satisfaction variables have a negative and insignificant effect on Intention to stay.

The research conducted by researchers still has several limitations, namely the variables used in this study are only limited to the variables of Person Job Fit, Workplace Spirituality, Person Organization Fit and Job Satisfaction on intention to stay. This research was only conducted on employees of the Nirwana Pekalongan Hotel, so future research is expected to increase the scope of research with more research subjects or even compare with other companies. In the data collection process, sometimes the information provided by respondents through questionnaires does not show their true opinion. This occurs due to differences in thinking, assumptions, and understanding of each respondent itself.

Future researchers are expected to develop research by examining other variables that exist outside of this study or by combining the variables contained in this study. For example, compensation variables, Psychological Empowerment and organizational citizenship behavior that can affect intention to stay.

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