GREEN INVOLVEMENT, WORKPLACE WELL-BEING, AND CAREER PLANNING AFFECT TURNOVER INTENTION; IS IT POSSIBLE?

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Abstract
The research method used in this research is quantitative descriptive, involving 1 dependent variable and 3 independent variables; the independent variables are Green Involvement, Workplace Well Being, and Career Planning, while the dependent variable is Turnover Intention. The results of the data analysis show that green involvement has a positive influence on turnover intentions. This can be seen based on a significance value of.007 0.05, which indicates that H_0 is rejected, H_a is supported with a value () of.278. Workplace well-being has a positive influence on turnover intention. This can be seen based on a significance value of.194 0.05, which indicates that H0 is rejected, Ha is supported with a value () of.091, and career planning has a positive influence on turnover intention. This is evident from the significance value of.000 0.05, indicating that H_0 is rejected and H_a is supported by a value () of.710. The conclusion of this research is that employees agree with the implementation of green engagement, wellbeing at work, and career planning to reduce high levels of transfer intentions.
Keywords: Green involvement, workplace well eing, career planning, turnover intention

INTRODUCTION

A business engaged in services in the fields of both educational and non-educational services is closely related to good and reliable human resources (HR). However, a business engaged in the service sector really hopes that HR will provide good and nimble service to remain competitive at work. In order to be able to provide good service to users, human resources with integrity and competence are needed in their fields. The problem that is most often experienced by service companies is retaining human resources who have the talent and ability in their field so as not to change jobs. Good HR performance can change at any time, either directly or indirectly due to HR behavior. Qadri, et al. (2022). One form of the problem that is most often faced by a business is the intention or desire to move, which causes an HR employee to leave his job. A service company loses a lot of human resources when they move to work elsewhere, so the company must be ready to replace them with new human resources. Of course, the company must be prepared to increase costs or expenses in recruiting new HR to replace old HR positions where people have moved to work. This is related because the millennial generation has an interest or tendency to change jobs within a certain time because it is caused by poor

HR relations with their superiors and bad management in dealing with HR problems. HR turnover has created new challenges in the business world because they are always concerned with providing high-quality service to users.(Wagih Salama, et al. 2022)

According to Hemdi and Nasurdin (2006), *turnover intention* can be reduced by providing training programs as well as developing character and skills to improve HR careers in the future. Then there's Leana and Van Buren's (1999) theory, which states that HR professionals with turnover intentions have more operational experience. Then, according to theory (Matthes, 2014), as HR's involvement in an activity to prevent environmental problems grows, HR will become more aware of their role in environmental protection. and (Harter et al., 2002) argue that human resources and the organization certainly have welfare, and the company must assist in achieving it in order to provide great benefits to human resources and the company later. In fact, Dana and Griffin (1999) said that human resources and organizations must certainly benefit from aspects of workplace well-being in order to fulfill life satisfaction, which certainly provides potential opportunities for building future career success. Then (Lin 2017) states that companies must certainly prioritize providing potential opportunities for HR to stimulate enthusiasm so that *turnover intentions* can be handled properly. Then (Jiang & Klein, 2002), they suggest that the strategy for retaining HR from *turnover intention* can be carried out by means of career planning in the implementation of significant human resource strategies and is a major factor in controlling *turnover intention*.

METHOD

The research method used in this study is descriptive quantitative, involving 1 dependent variable and 3 independent variables by way of *hypothesis testing* to determine the accuracy of whether the null hypothesis can be rejected to support the alternative hypothesis. The independent variables are green involvement, workplace well-being*, and career planning,* while the dependent variable is *turnover intention. A validity* test is a technique used to see the level of truth of a research instrument. Research data is considered valid if it can reveal data from the variables studied accurately. Reliability testing is used to determine how long the measurement results remain consistent if measurements are made more than once with the same symptoms and measuring instruments. The analytical tool for conducting this validity test uses SPSS version 21. The data used is *cross-sectional* because it is collected only once, maybe over several days, weeks, or months to answer research questions on ABC Hotel employees in Bogor. The sampling technique used in this study was the census method, which used sampling from all members of the population as a sample by distributing online questionnaires to all employees at Hotel ABC Bogor. In this study, a sample of 75 respondents was used. The analysis used was validity, reliability, descriptive statistics, and multiple regression, while the research location in this article was Bogor City, West Java.

RESULTS AND DISCUSSION
Test Results for Validity
Green Involvement Independent Variable Validity Test Results

No.	Question Items	Signification	R Correlation	Information
1.	The office where I work has implemented "green office" activities to encourage environmentally friendly behavior and increase togetherness among employees.	0.00	0.394	Valid
2.	The office where I work encourages employees to bring food from home.	0.037	0.241	Valid
3.	The office where I work has implemented a health-themed program to increase knowledge about proper nutrition, maintaining fitness, and healthy living for employees.	0.00	0.524	Valid
4.	The office where I work has an education and training program to increase employee awareness of reducing pollution.	0.00	0.621	Valid
5.	The office where I work supports the implementation of employees using "public transportation" to reduce pollution.	0.00	0.605	Valid
6.	The office where I work is involved in formal activities in introducing "green office" practices by conducting "green office" audits.	0.00	0.493	Valid
7.	In the office where I work, employees can easily get various information from the leadership about how to reduce waste (for example, by reducing paper use).	0.001	0.389	Valid
8.	Employees in the office where I work have a habit of reusing used paper, cans, cartons, or bottles from office waste for recycling.	0.014	0.282	Valid
9.	The office where I work implements waste sorting.	0.00	0.418	Valid
10.	The office I work for provides descriptions of labels on bins such as "biodegradable" and "non-biodegradable."	0.00	0.587	Valid

In the validity test, there are two reference values used to determine whether the items in the instrument are valid or not. Using a significant value with an error rate of 5%, the following hypothesis is tested:
1. If the significance value is greater than 5% (0.05), then the instrument item is invalid.
2. If the significance value is less than 5% (0.05), then the instrument item is valid.
The next component is the R person value using the r table value, with the number of respondents (N) being 75. The r-table value is 0.227.
1. If the R count is greater than the R table, then the instrument item is valid.
2. If the value of the R count is R table, then the instrument item is

Workplace Well-Being Independent Variable Validity Test Results

No.	Question Items	Signification	R Correlation	Information
1.	I have conflicts at work.	0.00	0.544	Valid
2.	I feel proud of my work because it is supported by supervisors.	0.00	0.575	Valid

No.	Question Items			Information
3.	I attempted to troubleshoot and solve the problem.	0.00	0.522	Valid
4.	I can solve the problem by avoiding it.	0.00	0.406	Valid
5.	I have an open personality.	0.00	0.516	Valid
6.	I am a polite employee.	0.00	0.536	Valid
7.	I am committed to employees who have no intention of leaving.	0.00	0.679	Valid
8.	I always keep my word.	0.00	0.562	Valid
9.	I have a high level of well-being and satisfaction.	0.00	0.593	Valid
10.	I am extremely concerned about the job that has been assigned to me.	0.00	0.453	Valid

In the validity test, there are two reference values used to determine whether the items in the instrument are valid or not. Using a significant value with an error rate of 5%, with the following hypothesis:
1.	If the significance value is greater than 5% (0.05), then the instrument item is invalid.
2.	If the significance value is less than 5% (0.05), then the instrument item is valid.
The next component is the R person value using the r table value, with the number of respondents (N) being 75. The r-table value is 0.227.
1.	If the R count is greater than the R table, then the instrument item is valid.
2.	If the value of R count is less than R table, then the instrument item is invalid.

Career Planning: Free Variable Validity Test Results

No.	Question Items	Signification	R Correlation	Information
1.	I have completely decided on my career goals.	0.00	0.596	Valid
2.	I have a plan for my career.	0.00	0.560	Valid
3.	I have a strategy to achieve my career goals.	0.00	0.579	Valid
4.	I know what I have to do to achieve my career goals.	0.00	0.568	Valid
5.	My career goals are very clear.	0.00	0.663	Valid
6.	I don't change my career goals very often.	0.00	0.663	Valid
7.	I collaborate with management on career planning.	0.00	0.604	Valid
8.	My career plan includes personal aspects, such as family travel packages.	0.00	0.400	Valid
9.	My abilities and qualifications are considered when formulating my career plan.	0.00	0.494	Valid

In the validity test, there are two reference values used to determine whether the items in the instrument are valid or not. Using a significant value with an error rate of 5%, the following hypothesis is tested:
1.	If the significance value is greater than 5% (0.05), then the instrument item is invalid.
2.	If the significance value is less than 5% (0.05), then the instrument item is valid.
The next component is the R person value using the r table value, with the number of respondents (N) being 75. The r-table value is 0.227.
1.	If the R count is greater than the R table, then the instrument item is valid.
2.	If the value of the R count is less than the value in the R table, then the instrument item is invalid.

Turnover is an intention-dependent variable.

No.	Question Items	Signification	R Correlation	Information
1.	The company provides employee welfare benefits.	0.00	0.654	Valid
2.	The salary structure is perfect in this organization.	0.00	0.773	Valid
3.	The company provides various jobs to employees.	0.00	0.558	Valid
4.	The supervisor has a positive attitude.	0.00	0.667	Valid
5.	The company provides proper training to employees.	0.00	0.611	Valid
6.	Job security is high in this organization.	0.00	0.598	Valid
7.	The company offers timely promotions.	0.00	0.791	Valid
8.	perfect promotion system	0.00	0.795	Valid

In the validity test, there are two reference values used to determine whether the items in the instrument are valid or not. The following hypothesis is tested using a significance value of.05. and an error rate of 5%:
1.   If the significance value is greater than 5% (0.05), then the instrument item is invalid.
2.   If the significance value is less than 5% (0.05), then the instrument item is valid.
The next component is the R person value, which is calculated using the r table value.With the number of respondents (N) being 75, the r-table value is 0.227.
1.   If the R_{count} is greater than the R_{table}, then the instrument item is valid.
2.   If the value of R_{count} is less than R_{table}, then the instrument item is invalid.

Reliability Test

No.	Variable	N Number of Items	Cronbach's Alpha	Decision
1.	Green Involvement	10	0.629	Reliable
2.	Workplace well-being	10	0.688	Reliable
3.	Career Planning	9	0.741	Reliable
4.	Turnover Intention	8	0.836	Reliable

With a value greater than 0.60, the Cronbach's alpha value is used in the reliability test to determine the decision.If the Cronbach's Alpha test value is > 0.60, the variable is declared reliable; if the Cronbach's Alpha value is 0.60, the variable is not reliable.

Descriptive Test
Green Involvement Independent Variables

No.	Question Items	Means
1.	The office where I work has implemented "green office" activities to encourage environmentally friendly behavior and increase togetherness among employees.	4.36
2.	The office where I work encourages employees to bring food from home.	3.64
3.	The office where I work has implemented a health-themed program to increase knowledge about proper nutrition, maintaining fitness, and healthy living for employees.	4.16

No.	Question Items	Means
4.	The office where I work has an education and training program to increase employee awareness of reducing pollution.	4.17
5.	The office where I work supports the implementation of employees using "public transportation" to reduce pollution.	4.06
6.	The office where I work is involved in formal activities in introducing "green office" practices by conducting "green office" audits.	4.25
7.	In the office where I work, employees can easily get various information from the leadership about how to reduce waste (for example, by reducing paper use).	4.36
8.	Employees in the office where I work have a habit of reusing used paper, cans, cartons, or bottles from office waste for recycling.	4.46
9.	The office where I work implements waste sorting.	4.46
10.	The office I work for provides descriptions of labels on bins such as "biodegradable" and "non-biodegradable."	4.4
Average Green Involvement		**4.23**

Descriptive Test on Workplace Well-Being: Independent Variables

No.	Question Items	Means
1.	I have a role conflict in my job.	3.12
2.	I feel proud of my work because it is supported by supervisors.	3.93
3.	I attempted to troubleshoot and solve the problem.	4.25
4.	I can solve the problem by avoiding it.	2.6
5.	I have an open personality.	4.21
6.	I am a polite employee.	4.44
7.	I am committed to employees who have no intention of leaving.	4.3
8.	I always keep my word.	4.36
9.	I have a high level of well-being and satisfaction.	4.28
10.	I am extremely concerned about the job that has been assigned to me.	3.74
average workplace well-being		**3.92**

Descriptive Test on Career Planning: Independent Variables

No.	Question Items	Means
1.	I have completely decided on my career goals.	4.29
2.	I have a plan for my career.	4.33
3.	I have a strategy to achieve my career goals.	4.46
4.	I know what I have to do to achieve my career goals.	4.4
5.	My career goals are very clear.	4.45
6.	I don't change my career goals very often.	4.32
7.	I collaborate with management on career planning.	4.4

8.	My career plan includes personal aspects such as family travel packages.	4.37
9.	My abilities and qualifications are considered when formulating my career plan.	4.49
average career planning		4.39

Descriptive Test on Turnover, Intention, and Independent Variables

No.	Question Items	Means
1.	The company provides employee welfare benefits.	4.41
2.	The salary structure is perfect in this organization.	4.28
3.	The company provides various jobs to employees.	4.45
4.	The supervisor has a positive attitude.	4.41
5.	The company provides proper training to employees.	4.44
6.	Job security is high in this organization.	4.48
7.	The company offers timely promotions.	4.26
8.	perfect promotion system	4.21
Average Turnover Intention		4.37

Hypothesis testing

Hypothesis 1: The Effect of Green Involvement on Turnover Intention

Hypotheses H_0 and H_1 are as follows: if the significance value is 0.05, then the hypothesis H_1 will be accepted; if the significance value is > 0.05, then the hypothesis H_0 will be accepted.

H0 and H1 are the hypotheses.

H0: Green involvement has no positive effect on turnover intentions.

H.1: Green involvement has a positive effect on turnover intentions.

Hypothesis Test Results

hypothesis	Mark Signification	Mark (β)	Decision
Green Involvement	007	.278	Accept H_1

The results of the analysis above show that green involvement has a positive influence on turnover intentions. This can be seen based on a significance value of.077, 0.05, which shows that H_0 is rejected and H_a is supported with a value () of.278. This illustrates the results of previous research that has been done by Renwick (2013), who suggested that every company wants employees to be involved in addressing current environmental issues and that employee involvement will have a positive impact on the development of a workplace culture that will support efforts to improve a friendly environment.

Hypothesis 2: Workplace Well-Being and Turnover Intention

Hypotheses H_0 and H_1 are as follows: if the significance value is 0.05, then the hypothesis H_1 will be accepted; if the significance value is > 0.05, then the hypothesis H_0 will be accepted. H_0 and H_1 are the hypotheses.

H0: Workplace well-being has no positive effect on turnover intention.

H.1: Workplace well-being has a positive effect on turnover intention.

Hypothesis Test Results

hypothesis	Mark Signification	Mark (β)	Decision
Workplace well-being	.194	091	Accept H1

The results of the analysis above show that workplace well-being has a positive influence on turnover intention. This is evident from a significance value of.194 0.05, indicating that H 0 is rejected and H a is supported by a value () of ar 091. This illustrates that Hotel ABC's implementation of workplace well-being helps create good relations between management and employees. The results of this study are also supported by previous research that has been conducted (Sadana, 2014), which says that the sense of well-being felt by employees at work has been fulfilled by the company, so the willingness of employees to leave the company is getting lower.

Hypothesis 3: Career Planning and Turnover Intention
Hypotheses H 0 and H 1 are as follows: if the significance value is 0.05, then the hypothesis H 1 will be accepted; if the significance value is > 0.05, then the hypothesis H 0 will be accepted. H 0 and H 1 are the hypotheses.
H0: Career planning does not have a positive effect on turnover intention.
H.1: Career planning influences turnover intention positively.

Hypothesis Test Results

hypothesis	Mark Signification	Mark (β)	Decision
Career Planning	.000	.710	Accept H1

Results of the analysis above show that career planning has a positive influence on turnover intention. This can be seen based on a significance value of.000, 0.05, which shows that H 0 is rejected, H a is supported with a value () of.710. This illustrates that by applying career planning, most employees are satisfied with their jobs and careers in the company, their co-workers and superiors, and the salary they receive. The results of this study are also supported by previous research that has been conducted (Lin, 2017), which found that organizations can strengthen career planning for employees,
which can not only provide them with the most potential and thriving advancement opportunities and help them build successful careers but also stimulate their enthusiasm to restore morale and reduce turnover.

CONCLUSION
Based on the results of the research that has been done, it can be concluded that there is a positive influence of *green involvement, workplace well-being*, and *community planning* on *turnover intention.* The biggest influence of this research is on *career planning* for *turnover prevention,* where employees' abilities and qualifications are considered by the company when formulating their career plans. Meanwhile, the smallest influence in this panel was Workplace Well Being on Turnover Intention, indicating that employees at Hotel ABC Bogor agree that most employees have a positive relationship with their superiors and coworkers.

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