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Person organization fit to reduce employee turnover intention using digital task interdependence as a moderation variable at PT Saraswanti Anugerah Makmur, Indonesia

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Abstract

The purpose of this research is to demonstrate and examine the impact of digital task interdependence and person-organization fit on the intention of employee turnover at PT Saraswanti Anugerah Makmur in Mojokerto City, Indonesia. Quantitative data are used in this kind of research. There were 38 responders overall among the workforce in this population. Coefficient of determination, validity tests, and reliability tests are the methods of data analysis that are employed. Multiple linear regression in the form of the F and t tests is the hypothesis test that is employed. The conclusion in this study shows that Person Organization Fit partially has a significant effect on Employee Turnover Intention. Even digital task interdependence can moderate individual organizational suitability for employee turnover intentions. Suggestions related to this research are that person organization fit and digital task interdependence are still a concern in this company.

Keywords: Person Organization Fit; Digital Task Interdependence; Employee Turnover Intention; Moderation

1. Introduction

Human resources are an important asset to achieve a company's goals. Human resources also have a very large contribution in determining the success of a company, so there is a demand for an important role in human resource management in a company. However, many companies face the problem of employee turnover intention. This is considered a problem because the company will need energy to get new employees and more time for these employees to reach productivity levels so this can hinder the company in achieving its goals.

An excellent organization is one that prioritizes minimizing employees' desire to seek new employment opportunities. Employee turnover intention refers to an employee's inclination to depart from the company. When an employee feels that their working environment does not align with their expectations, the decision to switch jobs becomes a viable option. High turnover intention among employees is typically viewed as a detrimental occurrence in the workplace, and it is imperative for Human Resources to mitigate this issue [1]. While there is no universally acknowledged framework for why employees opt to leave an organization [2], numerous studies have pinpointed factors that impact employees' turnover intentions based on the focus of their research.

Theory of Work Adjustment (TWA) is a theory that describes how individuals and work environments adapt and improve job capabilities. Regulatory theoretical theory (TWA) is defined by [3] to elucidate and comprehend the harmony and interrelation between employees and the workplace, along with its significance in yielding significant work results. TWA underscores that adapting to the workplace is an ongoing process contingent on the individual's fit with the work environment in aligning with personal inclinations. As per [4], an individual is more inclined to effectively

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fulfill job duties and be favorably regarded by employers when their personal attributes (skills, knowledge, expertise, attitudes, behavior, etc.) closely align with business requirements.

Based on TWA theory, a person's intention to change jobs can be prevented if a person feels suitable for the environment in which he works. Especially if the company creates digital interdependence of tasks in carrying out work. One of the factors that can reduce employee turnover intentions is person organization fit and digital task interdependence.

For employees, the degree of job suitability is determined by the person-organization fit. It speaks of the congruence of personal and organizational principles. Maintaining a strong person-organization fit is essential for fostering a flexible and dedicated workforce, especially in a competitive business environment and tight labor market. Research by [5] highlights that organizations must meet employee needs, such as providing a conducive work environment and opportunities for career advancement. Meanwhile, [6] defines person-organization fit as the presence of compatibility between an individual and an organization, characterized by a mutual commitment to fulfilling each other's needs and sharing similar fundamental traits. Person organization fit can be applied in making decisions, recruitment decisions to ensure that the individuals selected are in line with the organizational culture and have values that are in line with the organization. Person organization fit can help reduce employee turnover intentions.

Another factor in person organization fit that has an influence on reducing employee turnover, namely digital task interdependence, is also an influence on reducing employee turnover intentions. The process of various tasks that can be started, organized, and finished digitally by teams working together to accomplish linked environmental sustainability goals and objectives is known as "digital task interdependence." As stated in [7] Teams may rely more on digital jobs using artificial intelligence and advanced technology, which could improve job satisfaction and lessen team members' workloads associated with duties, which may mean they will prefer to stay in the organization.

The success of a company will of course be supported by a suitable organization of people and good interdependence of digital tasks, and reducing employee turnover intention at work can have a big influence on the company's improvement. This research model involving 3 variables (person organization fit, digital task interdependence, and employee turnover intention) will then be tested on production employees of PT Saraswanti Anugerah Makmur who are engaged in the fertilizer sector.

2. Material and methods

2.1. Theory of Work Adjustment

The Theory of Work Adjustment (TWA) work adjustment or in English called the Theory of Work Adjustment (TWA) [8]. This theory emerged after research related to vocational rehabilitation of clients for work around the 1960s and 1970s. This research was later published in several bulletins at the University of Minnesota, and also in several articles and books. Based on [9], work adjustment theory proposes that career development theory explains individual variations in job selection behavior that conforms to environmental congruence. This theory views career selection as a developmental and adaptive process between individuals striving to adapt to their work environment, or the setting in which they work. A harmonious association as well as a reciprocal and complimentary interaction between the individual and the environment can be used to characterize the link between the two.

Enhanced retention is a direct consequence of a strong alignment between the individual and the job. Nevertheless, ongoing individual adaptation is necessary as the work environment evolves, prompting employees to continuously adjust to meet organizational and workplace demands. When an individual and the work environment are ideally matched, two key work outcomes emerge. The first pertains to employee contentment with rewards, recognition, and other perks provided in the workplace, whereas the latter speaks about job satisfaction, which is impacted by workers' competence, knowledge, and abilities. According to [4] employees will be forced to leave the company or leave voluntarily if there is no match between the person and the organization where he works and significantly reduces employee turnover intentions.

2.2. Person Organization Fit

Person-organization fit refers to the alignment of organizational values with individual values. As per [6], person-organization fit entails the presence of congruence between the individual and the organization. This occurs when there is a genuine effort to fulfill each other's needs or when they share common fundamental traits. Mutual interest between individuals and organizations, along with compatibility, significantly impacts the organization's recruitment process

and the employee's job selection attitude. Based on the definition of person organization fit, research experts use the compatibility of values as fundamental in maintaining the characteristics of individuals and organizations.

[10] states that individuals do not randomly receive a condition but rather look at conditions that are interesting to the individual. Individuals who are chosen to be part of a situation will survive and help their environment. According to [11] states that an organization is a condition that is attractive to individuals, so that individuals feel part of it which makes individuals survive if they have a match that suits the individual and stop if the individual feels they do not have a match with the organization .

Based on the opinion above, it can be concluded that person organization fit is the suitability of the individual/employee with the organization. Conformity is meant by the values applied in the organization with the personality values of an employee with the aim of providing a sense of comfort in working together and will also form organizational commitment.

According to [12] the indicators of person organization fit are as follows:

1. The compatibility between an individual's intrinsic values and the organization is known as value congruence. This means that employees adjust their personal characteristics to align with those of the organization or company they are a part of.
2. Goal congruence refers to the alignment between individual goals and those of the organization, including the leader and co-workers.
3. Employee need fulfillment is achieved when there is a match between the needs of the employees and the resources available in the work environment within the organizational system and structure.
4. Culture personality congruence, or the compatibility between an individual's non-value personality and the organizational culture, is believed to maximize work motivation when the individual characteristics are in line with the organizational environment.

2.3. Digital Task Interdependence

Digital Task Interdependence covers the relationship between tasks in a digital work system is a theory that explains how interdependent tasks in a digital work system interact and relate to each other to achieve the goals of the digital work system. Digital tasks involve the use of digital technology to transform business models and offer new tools that create value for employees [13]. As stated in [14], by changing the methods and practices of human decision-making, digital firms built on platforms, big data, machine learning, robotics, artificial intelligence (AI), metaverses, and algorithms are reinventing the nature of managerial labor. The emergence of these technologies has made organizational behavior and strategic management research more important, illuminating new job requirements and solutions that will help workers manage task performance and work engagement in digital managerial jobs.

As of now, there is limited consensus on the new job requirements and resources linked to digital managerial responsibilities [15]. The concept of job demands resources delves into how resources aid in accomplishing personal work objectives, lessening job demands and related physical and mental strains, and fostering organizational advancement, education, and progress [16]. Nevertheless, as per recent studies [17], swift technological advancements in digital managerial duties significantly affect employees' work engagement, particularly in terms of their passion, commitment, and immersion.

According to [18] indicators of digital task interdependence include:

1. Task interdependence: the degree to which task and job design are interdependent.
2. Team coordination: effective team coordination via digital platforms.
3. Interconnectedness: The level of connectedness between teams working together.
4. Dependency on digital assistance: The level of team dependence on digital assistance to complete tasks.
5. Team performance: team performance improves due to effective teamwork.
6. Team communication: effective team communication through digital platforms.
7. Dependence on data: The degree to which a team relies on data collected from other teams.
8. Project performance: improved project performance due to effective teamwork.

2.4 Employee Turnover Intention

Employee turnover intention describes a person's propensity to willingly leave their current position or go to a different company. It basically indicates that the worker is inclined to leave their job. The movement of workers into and out of an organization or corporation is known as employee turnover [19].

Based on [1], employee turnover intention refers to an employee's inclination or plan to resign from their current job voluntarily or transition to a different workplace based on their own volition. Employee turnover intentions represent the extent or strength of the wish to depart from the organization/firm, with various factors contributing to the emergence of such intentions, including the aspiration to secure a more favorable position [20].

According to [21] measuring employee turnover intention indicators consists of:

1. Contemplating Resignation: Indicates the personal contemplation of either departing from the current job or staying in the workplace. It all begins with dissatisfaction among employees, leading them to ponder over the idea of leaving their current employment.
2. Exploring Job Alternatives: Signifies the individual's inclination towards seeking opportunities in a different organization. As an employee starts considering leaving their current job more frequently, they will actively seek out better job prospects elsewhere.
3. Resignation Intent: Represents the employee's clear intention to resign. When employees come across a more appealing job offer, they may ultimately decide whether to stay or leave their current position.
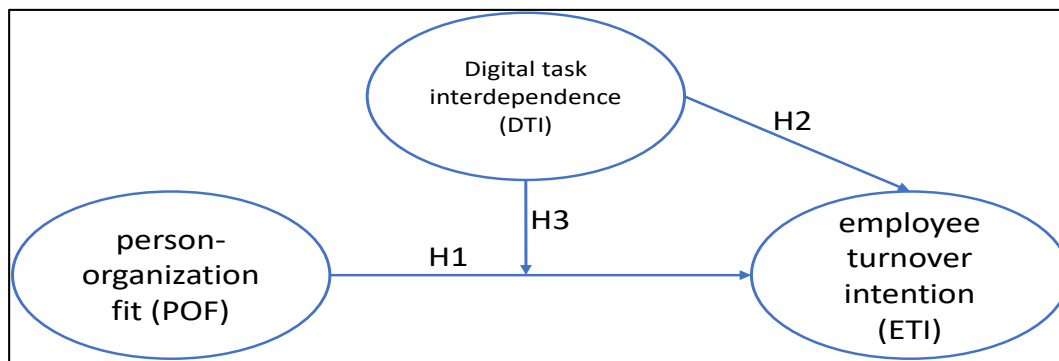

Figure 1 Conceptual Framework

The hypothesis obtained from this research is as follows:

- H1: Person organizational fit influences employee turnover intention at PT Saraswanti Anugerah Makmur Mojokerto city, Indonesia.
- H2: Digital task interdependence influences employee turnover intention at PT Saraswanti Anugerah Makmur Mojokerto city, Indonesia.
- H3: Digital task interdependence moderates the influence of person organization fit on employee turnover intention at PT Saraswanti Anugerah Makmur Mojokerto city, Indonesia.

This study utilizes a quantitative approach using SPSS version 25. A saturated sample was employed, encompassing all individuals in the population as research subjects. A total of 38 employees from PT Saraswanti Anugerah Makmur in Mojokerto city, Indonesia participated in this study.

A Likert scale assessment tool, which will ultimately take the form of a survey, will be used to evaluate each element. According to [22], a research tool is a measurement tool that is used to assess observable social and natural phenomena. The following will be included in the scale: 1 for Strongly Disagree (STS), 2 for Disagree (TS), 3 for Undecided (RR), 4 for Agree (S), and 5 for Strongly Agree (SS).

3. Results

3.1. Validity Test

The validity test of an instrument is a means of determining how valid it is. To determine if a questionnaire is valid for each variable, use the validity test. A R table with 38 samples and a significance threshold of 5%, 0.05, or 0.320 was used to conduct this test. Should r count exceed r table, the statement may be deemed illegal. The validity test findings may be shown in the data table in the following ways, depending on the study data that was collected:

Table 1 Result of validity test

Statement Item	r-count X	r-count Z	r-count Y	r-table	Remark
1	0.499	0.658	0.517	0.320	Valid
2	0.513	0.532	0.591	0.320	Valid
3	0.572	0.492	0.483	0.320	Valid
4	0.493	0.599	0.516	0.320	Valid
5	0.614	0.520	0.619	0.320	Valid

In Table 1 it can be concluded that the validity test shows that the calculated r value is > the r table value. And from these results, the questionnaire used in the variables person organization fit, digital task interdependence, and employee turnover intention was declared valid as a variable measuring tool.

3.2. Reliability Test

The reliability test is used to obtain reliability from research data sourced from research questionnaires. Data is considered reliable if it gets Cronbach's alpha > 0.6.

Table 2 Result of reliability test

Variable	Min Value	Cronbach's alfa	Remark
Person Organization Fit (X)	0.6	0.723	Reliable
Digital Task Interdependent (Z)	0.6	0.683	Reliable
Employee Turnover Intention (Y)	0.6	0.813	Reliable

In Table 2 it is known that all statements from the variable's person organization fit, digital task independence, and employee turnover intention have Cronbach's alpha greater than 0.6 so it can be concluded that the data is declared reliable because it is more than 0.6.

3.3. Classic assumption test

3.3.1. Normality Test

The purpose of the normality test is to determine whether the residual or confounding variables in the new regression model have a normal distribution. Statistical testing such as the Kolmogorov-Smirnov (K-S) test can also be used to evaluate normality.

Table 3 Result of normality test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		38
Normal Parameters	Mean	0.0000000
	Std. Deviation	5.22729225
Most Extreme Differences	Absolute	0.090
	Positive	0.090
	Negative	-0.079
Test Statistic		0.090
Asymp. Sig. (2-tailed)		0.200
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

The Asymp Sig value of the Kolmogrov-Smirnov Normality Test can be drawn from Table 3. The data can be considered regularly distributed since the value of 0.200 is greater than the significance level of 0.05.

3.3.2. Multicollinearity Test

The multicollinearity test seeks to determine whether there is a relationship between the regression model and the independent variables. Tolerance and the Variance Inflation Factor (VIF) value can be assessed to see if the regression model has multicollinearity. If the tolerance exceeds 0.10 and the VIF value is less than 10, it is feasible to conclude that there is no multicollinearity among the independent variables. Based on the research data gathered, the multicollinearity test results can be displayed in the data table below:

Table 4 Result of Multicollinearity test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Person Organization Fit	0.669	1.494
	Digital Task Interdependence	0.669	1.494

Table 4 indicates that the multicollinearity test yielded a balance value more than 0.10 and a VIF value less than 10, indicating that multicollinearity was not seen in this investigation.

3.3.3. Heteroscedasticity Test

The heteroscedasticity test is used to determine whether there is a variance difference between the residuals of each observation in the regression model. When there is variance in the residuals, heteroscedasticity is present; when the variance is constant across observations, heteroscedasticity is absent. Heteroscedasticity can be found, for example, by looking for any discernible patterns in the scatterplot between the residual (SRESID) and the dependent variable (ZPRED). A data table can be used to summarize the results of the heteroscedasticity test based on the research findings:
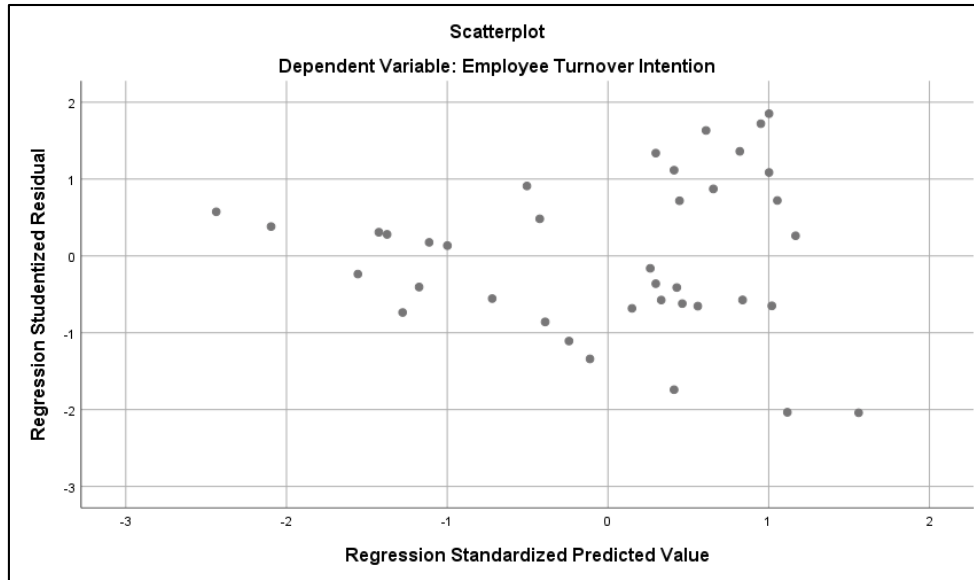
Figure 2 Result of Heteroscedasticity Test

Based on Figure 2, it is evident that the outcomes of the heteroscedasticity examination reveal a random dispersion of points without any discernible pattern. Therefore, it can be affirmed that there is no evidence of heteroscedasticity present in this analysis.

3.4. Multiple Linear Regression Analysis

To find a statistical strategy for establishing a relationship between the independent and dependent variables, multiple linear regression analysis is used. In this study, the independent variables are digital task interdependence and person organization fit, whereas the dependent variables are employee turnover intention. Comparing the significance value with the probability value of 0.05 is one of the decision-making criteria for the multiple linear regression test. Variables Z and X have an effect on variable Y if the significance value is less than 0.05. Conversely, if the significance level exceeds 0.05, the variables are not considered significant:

Table 5 Multiple Linear Regression Test Results

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	190.238	1	190.238	19.204	0.000
	Residual	356.619	36	9.906		
	Total	546.857	37			
a. Dependent Variable: Employee Turnover Intention (Y)						
b. Predictors: (Constant), POF (X), DTI (Z)						

Table 5 indicates that the F test yielded a value of 19.204, with a significance level of 0.00 < 0.05. This suggests that the regression model is suitable for predicting participation variables, indicating a significant influence of the person organization fit (X) and digital task interdependence (Z) variables on variable employee turnover intention (Y).

Table 6 Variable Correlation Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.590	0.348	0.330	3.147
Predictors: (Constant), Person Organization Fit (X) Dependent Variable: Employee Turnover Intention (Y)				

Table 6 explains the correlation or connection value (R^2) magnitude, which is 0.590. This study, which has a coefficient of determination (R Square) of 0.348, indicates that the independent variable (person organization fit) has a 34.8% influence on the dependent variable (employee turnover intention).

3.5. Moderated Regression Analysis

The interaction test, also known as moderated regression analysis, is a unique type of multiple linear regression (MRA). It comprises multiplying the regression equation by two or more independent variables to include interaction factors. In this study, the moderating variable of digital task interdependence (Z) relates employee turnover intention (Y) and person-organization fit (X). The findings of the moderation regression analysis are shown in the accompanying table.

Table 7 First Regression Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.106	0.011	0.016	4.197
a. Predictors: (Constant), Moderating				

Based on Table 7, the R-Square value in the first regression equation is 0.11, so it can be said that the person organization fit variable (X) influences the employee turnover intention variable (Y).

Table 8 Second Regression Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.903	0.815	0.799	1.868
a. Predictors: (Constant), POF*DTI, Digital Task Interdependence, Person Organization Fit				

Table 8 displays the outcome of the moderation regression analysis following the inclusion of the digital task interdependence variable in the second regression model. The R Square value has risen to 0.815, equivalent to 81.5%. Based on the comparison presented in the table, it is evident that the hypothesis is supported. Therefore, it is evident that the presence of the digital task interdependence variable as a moderating factor enhances the impact of the person-organization fit variable on employee turnover.

3.6. Hypothesis test

3.6.1. t Test (Partial)

This test's objective is to determine whether the t test, with a confidence level of 0.05, supports the hypothesis that there is a significant link between the variables of person-organization fit and digital task interdependence on employee turnover intention. By looking at the output results, it is possible to assess the importance of the independent variable's impact on the dependent variable:

1. If the probability value is <0.05 then the independent variable has a significant effect on the independent variable.
2. If the probability value is <0.05 then the independent variable does not have a significant effect on the dependent independent variable.

This value depends on the size of the degrees of freedom (df) and the level of significance used. The df value is n-1 (38 – 2 = 36), so the t table is 3.202. The following are the results of the t test by comparing the calculated t and significance values.

Table 9 t Test Results (Partial)

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-28.059	3.534		-7.940	0.000
Person Organization Fit	1.844	0.197	1.598	9.349	0.000
Digital Task Interdependence	1.936	0.170	1.787	11.412	0.000
POF*DTI	-0.088	0.007	-2.989	-11.799	0.000
a. Dependent Variable: Employee Turnover Intention					

Based on Table 9 above, a reference can be provided to explain the results of hypothesis testing in this research:

1. The analysis of the relationship between person-organization fit and employee turnover intention indicates that the t count value is 9.349, which is greater than the t table value of 3.202, with a significance level of 0.00, less than 0.05. Therefore, we reject the alternative hypothesis (Ha) and conclude that the variable person-organization fit (X) has a positive and significant impact on employee turnover intention (Y).
2. The analysis of digital task interdependence on employee turnover intention revealed a t count of 11.412, which is greater than the t table value of 3.202, with a significance level of 0.00, less than 0.05. Therefore, the null hypothesis (Ho) is rejected, indicating that the digital task interdependence (Z) variable has a positive and significant impact on employee turnover intention.
3. Based on the results of the test on the moderating variable Person-Organization Fit * Digital Task Interdependence, it is evident that the t count of -11.799 is less than the t table value of 3.202, with a significance level of 0.00 which is less than 0.05. Therefore, it is safe to reject the alternative hypothesis (Ha) and conclude that the moderating variable exerts a positive and significant impact on employee turnover intention (Y).

3.6.2. F Test (Simultaneous)

In this study, the simultaneous effects of independent variables on the dependent variable are investigated using the F test. The F test was used in the study to determine the simultaneous effects of person organization fit and digital task dependency on employee turnover intention.

The F test testing criteria are:

1. If the probability is significant > 0.05 or if F count < F table then Ho is accepted. This means that the independent variable simultaneously does not affect the dependent variable.
2. If the significant probability is <0.05 or if F count <F table then Ho is rejected. This means that the independent variable simultaneously influences the dependent variable.

Table 10 F Test Results (Simultaneous)

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	522.694	3	174.231	49.917	0.000
	Residual	118.675	34	3.490		
	Total	641.368	37			
a. Dependent Variable: Employee Turnover Intention						
b. Predictors: (Constant), POF*DTI, Digital Task Interdependence, Person Organization Fit						

According to Table 10's simultaneous test findings, the significance level is 0.000, which is less than 0.05, and the F count is 49.917, which is higher than the F table value of 3.202. Consequently, the null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted. Therefore, it can be said that employee turnover intention (Y) is significantly influenced by the independent variables person-organization fit (X) and digital task interdependence (Z).

3.7. Coefficient of Determination (R^2)

The coefficient of determination is one tool for determining the strength of the link between the independent and dependent variables. The following is a table of determination coefficient results based on the collected research data:

Table 11 Coefficient of Determination Test Results (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.903	0.815	0.799	1.8682688
a. Predictors: (Constant), Moderating, Digital Task Interdependence, Person Organization Fit				

In Table 11, it can be concluded that the results of the coefficient of determination from the SPSS results are obtained if R Square = 0.815, which means that it is 81.5%. Employee turnover intention can be explained by the variables person organization fit (X) and Digital Task Interdependence (Z).

4. Discussion

4.1. The Influence of Person Organization Fit on Employee Turnover Intention

Based on the results of this research, it produces person organization fit. This means that the more suited employees are to their jobs, the more likely employees are to change jobs. In this research, there is no match or contradiction with the TWA theory (Theory of Work Adjustment), so it can be concluded that person organization fit has no effect on employee turnover intention. Due to the occurrence of the millennial generation / generation Z, namely switching culture. According to Rhenald Kasali, what was stated in his TikTok account was from Prof. Barry Schwartz's book entitled The Paradox of Choice. In the book, it says that there are too many choices which can make you confused and have difficulty making decisions. Because the millennial generation / generation Z ask how to get what they want, but they don't ask how to get what they want.

4.2. The Effect of Digital Task Interdependence on Employee Turnover Intention

Based on the results of this research, it produces digital task interdependence. This means that the more dependent digital tasks are on their work, the more employees intend to change jobs. In this research, there is no match or contradiction with the TWA theory (Theory of Work Adjustment), so it can be concluded that digital task interdependence has no effect on employee turnover intention. Because not all respondents' characteristics understand that the tasks in the digital work system interact and relate to each other to achieve the goals of the digital work system.

According to Rhenald Kasali, what was stated in his TikTok account was from Prof. Barry Schwartz's book entitled The Paradox of Choice. In the book it says there are too many choices that are confusing and have difficulty making decisions. Because the millennial generation / generation Z ask how to get something they want but they don't ask how to get something they want because of what happens in the millennial generation / generation Z, namely switching culture.

4.3. The Influence of the Moderating Variable Person Organization Fit * Digital Task Interdependence on Employee Turnover Intention

Based on the results of this research, it shows that it is incompatible or not in line with the TWA theory. It can be concluded that the moderating variable digital task interdependence weakens the influence of the person organization fit variable on employee turnover intention. Due to the occurrence of the millennial generation / generation Z, namely switching culture. According to Rhenald Kasali, what was stated in his TikTok account was from Prof. Barry Schwartz's book entitled The Paradox of Choice. In the book, it says that there are too many choices which can make you confused and have difficulty making decisions. So that the millennial generation / generation Z is confused about their work.

5. Conclusion

Based on this research conducted regarding person organization fit to reduce employee turnover intention with digital task interdependence as a moderating variable at PT Saraswanti Anugerah Makmur Mojokerto. The variables involved in this research are: the independent variable person organization fit (X), digital task interaction (Z) as a moderating variable and the dependent variable, namely employee turnover intention (Y). The research method uses quantitative by collecting data using questionnaires with a sample size of 38 staff employees at PT Saraswanti Anugerah Makmur in Mojokerto city. A series of t tests followed by regression analysis to test the hypothesis resulted in the following conclusions:

1. The results of this research prove that the results of the t test on the independent variable, namely person organization fit (X), show that there is a positive influence of the person organization fit variable on employee turnover intention of PT Saraswanti Anugerah Makmur employees in Mojokerto.
2. The results of this research prove that digital task interdependence as a moderating variable has a negative value. This research shows that the role of digital task interdependence has a negative and relevant moderating role in the relationship between person organization fit and employee turnover intention.

The results of this research can be used as material for consideration and evaluation regarding person organization fit and digital task interdependence on turnover intention. Can be used as a reference for improving and reducing employee turnover intention.

Compliance with ethical standards

Disclosure of conflict of interest

Authors do not have any conflict of interest to declare.

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