

PENGARUH *PERCEIVED ORGANIZATIONAL SUPPORT* TERHADAP *JOB INSECURITY* PADA KARYAWAN KONTRAK

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INTISARI

Penelitian ini dilatarbelakangi oleh kondisi karyawan dengan status Perjanjian Kerja Waktu Tertentu (PKWT) yang memiliki kepastian kerja lebih rendah karena keberlanjutan pekerjaan bergantung pada keputusan perpanjangan kontrak, kebutuhan tenaga kerja, serta kondisi perusahaan. Kondisi tersebut dapat menimbulkan *Job Insecurity*, yaitu kekhawatiran terhadap kemungkinan tidak diperpanjangnya kontrak dan ketidakpastian mengenai keberlanjutan pekerjaan. Penelitian ini bertujuan untuk mengetahui pengaruh *Perceived Organizational Support* (POS) terhadap *Job Insecurity* pada karyawan kontrak. Penelitian ini menggunakan pendekatan kuantitatif asosiatif dengan subjek sebanyak 385 karyawan kontrak yang dipilih menggunakan teknik *accidental sampling*. Pengumpulan data dilakukan menggunakan skala *Perceived Organizational Support* dan skala *Job Insecurity*. Hasil penelitian menunjukkan bahwa *Perceived Organizational Support* berpengaruh positif dan signifikan terhadap *Job Insecurity* ($F = 19,1$; $p < 0,001$), dengan koefisien regresi sebesar 0,0819 yang menunjukkan bahwa peningkatan *Perceived Organizational Support* diikuti oleh peningkatan *Job Insecurity*. Hubungan antara kedua variabel tergolong rendah ($R = 0,218$), dengan *Perceived Organizational Support* menjelaskan sebesar 4,74% variasi *Job Insecurity*, sedangkan 95,26% sisanya berkaitan dengan faktor lain di luar penelitian. Dengan demikian, *Perceived Organizational Support* terbukti memiliki pengaruh positif dan signifikan terhadap *Job Insecurity* pada karyawan kontrak.

Kata kunci: Industri Pertambangan, *Job Insecurity*, Karyawan Kontrak, *Perceived Organizational Support*.

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THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT ON JOB INSECURITY AMONG CONTRACT EMPLOYEES

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ABSTRACT

This study was motivated by the employment conditions of employees under Fixed-Term Employment Agreements (PKWT), who have lower job security because the continuity of their employment depends on contract renewal decisions, labor requirements, and organizational conditions. Such conditions may lead to Job Insecurity, characterized by concerns about contract non-renewal and uncertainty regarding employment continuity. This study aimed to examine the effect of Perceived Organizational Support (POS) on Job Insecurity among contract employees. This study employed a quantitative associative approach involving 385 contract employees selected using accidental sampling. Data were collected using the Perceived Organizational Support Scale and the Job Insecurity Scale. The results showed that Perceived Organizational Support had a positive and significant effect on Job Insecurity ($F = 19.1$; $p < 0.001$), with a regression coefficient of 0.0819, indicating that an increase in Perceived Organizational Support was followed by an increase in Job Insecurity. The relationship between the two variables was weak ($R = 0.218$), with Perceived Organizational Support explaining 4.74% of the variance in Job Insecurity, while the remaining 95.26% was associated with other factors not examined in this study. Therefore, Perceived Organizational Support was found to have a positive and significant effect on Job Insecurity among contract employees.

Keywords: *Contract employees, Job Insecurity, Mining industry, Perceived Organizational Support.*

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