

**PERBEDAAN *JOB INSECURITY* ANTARA KARYAWAN TETAP DAN
KARYAWAN *OUTSOURCING* PT. VALE INDONESIA DI SOROAKO**

Yovanita Septiani Alamako

ABSTRAK

Penelitian ini bertujuan untuk mengetahui perbedaan *job insecurity* antara karyawan tetap dan karyawan *outsourcing* PT. Vale Indonesia di Soroako. Penelitian ini melibatkan 144 subjek yang terdiri dari 72 karyawan tetap dan 72 karyawan *outsourcing*. Hipotesis dalam penelitian ini adalah terdapat perbedaan *job insecurity* antara karyawan tetap dan karyawan *outsourcing* dimana karyawan *outsourcing* lebih merasakan *job insecurity* daripada karyawan tetap. Instrumen penelitian ini menggunakan skala *job insecurity* yang terdiri dari 24 item dengan reliabilitas *Alpha Cronbach* (α) sebesar 0,890. Metode statistik yang digunakan untuk menganalisis data penelitian ini adalah uji *Independent Sample t-test* dan *Mann-Whitney U*. Hasil analisis menunjukkan nilai signifikansi (p) sebesar 0,003 ($p < 0,05$). Hasil tersebut menunjukkan bahwa hipotesis dalam penelitian ini diterima yaitu terdapat perbedaan *job insecurity* yang signifikan antara karyawan tetap dan karyawan *outsourcing*, dimana karyawan *outsourcing* ($M = 11,39$) merasakan *job insecurity* yang lebih tinggi daripada karyawan tetap ($M = 9,93$).

Kata kunci: *job insecurity*, kondisi krisis, karyawan tetap, karyawan *outsourcing*

**THE DIFFERENCE OF JOB INSECURITY BETWEEN PERMANENT AND
OUTSOURCING EMPLOYEES AT PT. VALE INDONESIA AT SOROAKO**

Yovanita Septiani Alamako

ABSTRACT

This research aimed to examine the difference of job insecurity between permanent and outsourcing employees at PT. Vale Indonesia at Soroako. Subjects in this research were 144 employees consisting of 72 permanent employees and 72 outsourcing employees. The hypothesis in this research there is a difference of job insecurity between permanent and outsourcing employees, which outsourcing employees have higher job insecurity than permanent employees. The instrument in this research was job insecurity scale consist of 24 items with reliability Alpha Cronbach (α) = 0,890. Researcher used Independent Sample t-test and Mann-Whitney U as statistical method to analyze data. The result showed that significant (p) value was 0,003 ($p < 0,05$). The hypothesis was accepted that there is a difference of job insecurity between permanent and outsourcing employees, which outsourcing employees ($M = 11,39$) have higher job insecurity than permanent employees ($M = 9,93$).

Keywords: *job insecurity, crisis, permanent employees, outsourcing employees*