

HUBUNGAN ANTARA EMPLOYABILITY DAN JOB INSECURITY PADA KARYAWAN KONTRAK DI PERUSAHAAN SWASTA

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ABSTRAK

Tujuan dari penelitian ini adalah mengetahui hubungan antara employability dan job insecurity. Hipotesis dalam penelitian ini menyatakan bahwa terdapat hubungan yang negatif dan signifikan antara employability dan job insecurity. Metode pengambilan data dilakukan melalui skala Likert yang disebar kepada karyawan kontrak sebanyak 128 orang yang bekerja di Perusahaan Swasta yang berdomisili di DIY dan Jateng. Skala job insecurity diadaptasi dari De Witte (2000), sedangkan skala employability disusun sendiri oleh peneliti dengan mengacu pada teori milik Fugate, Kinicki, dan Ashforth (2004). Reliabilitas skala employability dan job insecurity diukur dengan Alpha Cronbach : 0,965 (emp) dan 0,737 (ji). Uji asumsi normalitas tidak terpenuhi, sehingga uji hipotesis dilakukan dengan uji statistik non parametrik yaitu korelasi Spearman's rho. Hasil penelitian ini menunjukkan terdapat hubungan yang negatif dan signifikan antara employability dan job insecurity dengan koefisien korelasi sebesar -0,395. Artinya, kenaikan tingkat employability pada karyawan kontrak diikuti dengan penurunan tingkat job insecurity pada karyawan kontrak. Sumbangan efektif dari hubungan antar kedua variabel sebesar 10,7%, sehingga diperlukan penelitian lebih lanjut untuk mengetahui variabel moderator apa saja yang mampu memperkuat hubungan antar kedua variabel.

Kata kunci: *employability, job insecurity*, karyawan kontrak

**THE RELATION BETWEEN EMPLOYABILITY AND JOB INSECURITY AMONG
CONTRACT EMPLOYEES IN PRIVATE COMPANIES**

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ABSTRACT

The purpose of this research was to investigate the relationship between employability and job insecurity. We hypothesized negative and significant relationship between employability and job insecurity. Survey data were collected with Likert scale among 128 contract employees in Daerah Istimewa Yogyakarta and Jawa Tengah's private companies. The job insecurity scale was adapted from De Witte (2000), while the employability scale was composed by researcher based on the theory from Fugate, Kinicki, and Ashforth (2004). Reliability of employability and job insecurity's scales were measured by Alpha Cronbach: 0.965 (emp) and 0.737 (ji). Normality assumption test was not fulfilled, so the hypothesis test was done through non parametric statistic test that was Spearman's correlation rho. The result of this research indicated there were negative and significant relationship between employability and job insecurity with a correlation coefficient -0.395. That was, the increased of employability rates on contract employees followed by a decreased of job insecurity rates on contract employees. The effective contribution of the relationship between the two variables was 10.7%, so further research is needed to find out what moderator variables are able to strengthen the relationship between the two variables.

Keywords: employability, job insecurity, contract employee

