

HUBUNGAN ANTARA *JOB INSECURITY* DENGAN KOMITMEN ORGANISASI PADA KARYAWAN *OUTSOURCING*

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara ketidakamanan kerja (*job insecurity*) dengan komitmen organisasi pada karyawan *outsourcing*. Penelitian-penelitian sebelumnya dilakukan pada perusahaan yang mengalami *downsizing* atau *merger*. Berdasarkan fakta di lapangan, semakin lama kebutuhan karyawan *outsourcing* semakin tinggi. Di sisi lain, fakta menunjukkan bahwa banyak karyawan *outsourcing* yang melakukan demo menuntut perubahan status. Pengumpulan data dilakukan menggunakan Skala *Job Insecurity* dan Skala Komitmen Organisasi. Pengambilan data dilakukan di PT. Angkasa Pura I Yogyakarta. Subjek penelitian ini berjumlah 95 karyawan *outsourcing* dengan masa kerja minimal 1 tahun. Teknik analisis pada penelitian ini menggunakan korelasi *Pearsonproduct moment* dengan bantuan program *SPSS versi 16.0 for windows*. Dari hasil analisis penelitian didapatkan koefisien korelasi sebesar $-0,172$ dengan signifikansi $0,095$. Hasil ini menunjukkan bahwa tidak ada hubungan yang signifikan antara *job insecurity* dan komitmen organisasi pada karyawan *outsourcing*.

Kata kunci : *job insecurity*, komitmen organisasi, karyawan *outsourcing*



THE CORRELATION BETWEEN JOB INSECURITY AND ORGANIZATIONAL COMMITMENT OF OUTSOURCING EMPLOYEE

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ABSTRACT

This research aimed to know the relationship between job insecurity and organizational commitment of outsourcing employee. In the previous research conducted on organization that experienced downsizing or merger. In facts, the need of outsourcing employee is increasing. On the other hand, there are many outsourcing employees who were done the demonstration to demand the change of status. The measuring devices used Job Insecurity Scale and Organizational Commitment Scale. Research sampling was conducted at PT. Angkasa Pura I Yogyakarta. The amount of subject were 95 outsourcing employees who were minimum one year working experience. The data was analyze using correlation Pearson product moment by SPSS versi 16.0 for windows. The results indicated that correlation coefficient of -0,172 with a significance of 0,095. This results shown that there is no significant correlation between job insecurity and organizational commitent of outsourcing employee.

Keyword : job insecurity, organizational commitment, outsourcing employee.

