

**HUBUNGAN *PERCEIVED CONTROL* DAN *JOB INSECURITY* DALAM
MENGHADAPI KONDISI KRISIS PADA KARYAWAN PT. VALE
INDONESIA DI SOROAKO**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan *perceived control* terhadap *job insecurity* pada karyawan PT. Vale Indonesia khususnya di dalam menghadapi kondisi krisis. Subjek dalam penelitian ini adalah karyawan yang bekerja di PT. Vale Indonesia sebanyak 150 orang. Hipotesis dalam penelitian ini adalah adanya hubungan negatif antara *perceived control* dan *job insecurity*. Semakin tinggi *perceived control* maka semakin rendah karyawan mengalami *job insecurity*. Peneliti menggunakan teknik *convenience sample* dalam pengambilan data. Untuk memperoleh data, peneliti menggunakan dua skala yakni skala *job insecurity* dan skala *perceived control*. Skala *job insecurity* berisi 17 item dengan reliabilitas sebesar 0,88. Pada skala *perceived control* berisi 31 item dengan reliabilitas sebesar 0,90. Reliabilitas kedua skala diperoleh menggunakan teknik *Alpha Cronbach* dengan bantuan program *IBM SPSS Statistics* versi 22. Pengujian hipotesis menggunakan teknik *Spearman's Rho*. Koefisien korelasi yang diperoleh sebesar -0,632 dengan signifikansi 0,000. Melalui hasil tersebut menunjukkan bahwa hipotesis diterima yakni terdapat hubungan negatif antara *perceived control* dan *job insecurity*.

Kata Kunci: *Perceived control*, *job insecurity*, kondisi krisis, karyawan

**RELATION BETWEEN PERCEIVED CONTROL AND JOB INSECURITY
IN THE FACE OF CRISIS TO PT. VALE INDONESIA EMPLOYEE AT
SOROAKO**

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ABSTRACT

This research aimed to examine the relation between perceived control with job insecurity to employee of PT. Vale Indonesia especially in the face of crisis. Subjects in this research were 150 employee of PT. Vale Indonesia. The hypothesis in this research there is a negative relation between perceived control and job insecurity. The higher perceived control, the lower employees will experience job insecurity. Researchers used convenience sample technique in data retrieval. Data were obtained by using two scales, perceived control scales and job insecurity scales. Perceived control scales contains 31 items and reliability of scale was 0,88. On the other scales, contains 17 items of job insecurity and reliability of scale was 0,90. Reliability of both scales were obtained by using Cronbach Alpha of IBM SPSS Statistics version 22. Researchers used Spearman's Rho technique to test the hypothesis and were obtained coefficient correlation at -0,632 with a significance 0,000. The results showed that the hypothesis was accepted that there was a negative relation between perceived control and job insecurity.

Keywords: Perceived control, job insecurity, crisis, employee