

Hubungan antara occupational self-efficacy dan job insecurity pada tenaga kerja outsourcing = The correlation between occupational self - efficacy and job insecurity on outsourcing workers

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara occupational self-efficacy dan job insecurity pada tenaga kerja outsourcing. Penelitian ini merupakan penelitian kuantitatif dengan tipe penelitian non-eksperimental dan desain field study. Partisipan dalam penelitian adalah 127 orang tenaga kerja outsourcing yang bekerja di PT. X. Alat ukur yang digunakan terdiri dari dua buah alat ukur, yaitu adaptasi dari alat ukur occupational self-efficacy yang dikembangkan oleh Sychns dan von Collani (2002) dan modifikasi dari alat ukur job insecurity yang dikembangkan oleh Ashford, Lee, dan Bobko (1989).

Berdasarkan hasil korelasi Pearson product moment satu-ujung didapatkan hasil koefisien korelasi sebesar -0.2 yang signifikan pada l.o.s 0.05. Hal ini menunjukkan bahwa ada hubungan negatif yang signifikan antara occupational self-efficacy dan job insecurity pada tenaga kerja outsourcing. Selain itu, berdasarkan hasil perhitungan independent sample t-test diketahui bahwa ada hubungan antara job insecurity dan jenis kelamin, dimana wanita memiliki tingkat job insecurity yang lebih tinggi dibandingkan pria.

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The purpose of this research is to find out the correlation between occupational self-efficacy and job insecurity on outsourcing workers. This is a quantitative research with non experimental type and field study research design. Participants of the research are 127 outsourcing workers who work at PT. X. There are two scales used in this research, adaptation of occupational self-efficacy scale by Sychns and Von Collani (2002) and modification of job insecurity scale by Ashford, Lee, and Bobko (1989).

The result of correlation Pearson product moment one-tailed is -0.2 which is significant at l. o. s 0.05. This indicates that there's a negative significant correlation between occupational self-efficacy and job insecurity on outsourcing workers. Besides, the result of independent sample t-test found that there's a correlation between job insecurity and gender, which is women has a higher job insecurity than men.