

# **Hubungan locus of control dan job insecurity pada pekerja kontrak Bank X di Solo = The relationship between locus of control and job insecurity among temporary workers at Bank X in Solo**

Pradita Artha Incentia, author

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## **Abstrak**

Penelitian ini dilakukan untuk mengetahui hubungan antara locus of control dan job insecurity pada pekerja kontrak bank X di Solo. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif dengan pengumpulan data melalui skala sikap. Pengukuran locus of control menggunakan alat ukur Internal-Powerful others-Chance Scale (Levenson, 1972) dan pengukuran job insecurity menggunakan Job Insecurity Scale (Ashford, Lee & Bobko, 1989). Responden dalam penelitian ini berjumlah 121 orang pekerja kontrak yang berasal dari Bank X cabang Solo Slamet Riyadi.

Hasil dari penelitian menunjukkan tidak terdapat hubungan yang signifikan antara locus of control internal dengan job insecurity ( $r(22)= 0.135, p>0,05$ ) dan tidak terdapat hubungan yang signifikan antara locus of control eksternal dengan job insecurity ( $r(95)= -0.004, p>0,05$ ). Hasil ini menunjukkan bahwa kecenderungan locus of control pada pekerja kontrak bank X di Solo tidak memiliki hubungan dengan tingkat job insecurity yang dirasakan oleh pekerja kontrak bank X di Solo.

.....This research was conducted to find the correlation between locus of control and job insecurity among temporary workers at Bank X in Solo. This research used quantitative approach by collecting data through attitude scale. Locus of control was measured by Internal-Powerful others-Chance Scale (Levenson, 1972) and job insecurity was measured by Job Insecurity Scale (Ashford, Lee & Bobko, 1989). The participants of this research are 121 temporary workers at Bank X from Solo Slamet Riyadi branch.

The result showed that internal locus of control is not correlated significantly with job insecurity ( $r(22)= 0.135, p>0,05$ ) and external locus of control is not correlated significantly with job insecurity ( $r(95)= -0.004, p>0,05$ ). This result indicated that the disposition of locus of control is not correlated with job insecurity among temporary workers at Bank X in Solo.