

# Hubungan antara job insecurity dan komitmen perubahan karyawan pada perusahaan rintisan startup berbasis digital = The relationship between job insecurity and commitment to change in digital based startup company employees

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## Abstrak

Penelitian ini bertujuan untuk melihat apakah job insecurity berhubungan dengan komitmen perubahan dan dimensi komitmen perubahan pada karyawan perusahaan rintisan berbasis digital. Partisipan penelitian meliputi 112 karyawan yang bekerja pada perusahaan rintisan (startup) berbasis digital (web, aplikasi, dll) yang berasal dari Indonesia dan sudah berdiri antara satu hingga lima tahun. Komitmen perubahan diukur menggunakan kuesioner yang diadaptasi berdasarkan Commitment to Change Inventory. Job insecurity diukur dengan menggunakan adaptasi Job Insecurity Scale. Hasil perhitungan Pearson correlation menunjukkan bahwa job insecurity tidak berhubungan signifikan terhadap komitmen perubahan ( $r = -0,02$ ,  $p > 0,05$ ) dan komitmen perubahan normatif ( $r = -0,09$ ,  $p > 0,05$ ). Selain itu job insecurity ditemukan berhubungan negatif signifikan dengan komitmen perubahan afektif ( $r = -0,29$ ,  $p < 0,01$ ) dan positif signifikan dengan komitmen perubahan kontinuans ( $r = 0,29$ ,  $p < 0,01$ ). Hasil penelitian dapat menjadi pertimbangan bagi perusahaan rintisan berbasis digital untuk memerhatikan job insecurity sebagai faktor yang berkaitan dengan komitmen perubahan afektif dan kontinuans.

*This study aimed to see whether job insecurity was related to commitment to change and commitment to change dimensions in digital-based startup company employees. Study participants was comprised of 112 employees who worked in a digital-based startup company (web, application, etc.) that originated from Indonesia and was established between one to five years. Commitment to change was measured using questionnaire adapted based on Commitment to Change Inventory. Job insecurity was measured using the adaptation of Job Insecurity Scale). Pearson Correlation calculation results showed that job insecurity were not significantly related to commitment to change ( $r = -0,02$ ,  $p > 0,05$ ) and normative commitment to change ( $r = -0,09$ ,  $p > 0,05$ ). Furthermore, job insecurity was found significantly negatively related with affective commitment to change ( $r = -0,29$ ,  $p < 0,01$ ) and significantly positive with continuance commitment to change ( $r = 0,29$ ,  $p < 0,01$ ). The results of the study could give digital-based startups consideration to give attention to job insecurity as one of the factors that related to affective and continuance commitment to change.*