

Rancangan intervensi organizational communication untuk menurunkan job insecurity di PT. X = Organizational communication intervention design to decrease job insecurity at PT.X

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk menelaah apakah persepsi karyawan terhadap role ambiguity dan organizational communication dapat memengaruhi tingkat job insecurity pada karyawan di PT. X. Penelitian ini merupakan penelitian non eksperimental dan menggunakan kuesioner sebagai alat pengumpul data.

Penelitian menggunakan alat ukur Job Insecurity Questionnaire (JIQ) oleh De Witte (2000), kuesioner Role Ambiguity oleh Breaugh dan Colihan (1994), dan Questionnaire on the Experience and Evaluation of Work (QEEW) oleh Van Veldhoven dan Meijman (1994). Subjek dalam penelitian ini adalah 78 karyawan di PT. X. Data yang diperoleh dianalisis dengan menggunakan teknik statistik korelasi Pearson dan regresi berganda. Hasil penelitian ini menunjukkan tidak adanya hubungan yang signifikan antara persepsi karyawan terhadap role ambiguity pada job insecurity. Sebaliknya, organizational communication memiliki hubungan secara signifikan terhadap job insecurity pada karyawan di PT. X yaitu sebesar -0.774 pada LOS 0,5. Berdasarkan temuan tersebut, ditetapkan beberapa rancangan intervensi organizational communication untuk dapat menurunkan job insecurity pada karyawan di PT. X.

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ABSTRACT

The purpose of this research is to analyze whether the employees' perception regarding role ambiguity and organizational communication can influence the level of job insecurity among employees at PT. X. This research is a nonexperimental research and uses a questionnaire as a tool to collect data. This research has used the measuring tools of Job Insecurity Questionnaire (JIQ) by De Witte (2000), Role Ambiguity Questionnaire by Breaugh and Colihan (1994), and Questionnaire on the Experience and Evaluation of Work (QEEW) by Van Veldhoven and Meijman (1994). Subjects in this research are 78 employees at PT. X. The data obtained were analyzed using Pearson correlation and multiple regression techniques. The results of this study showed that there is no significant correlation between role ambiguity on job insecurity. Otherwise, the organizational communication has a significant correlation on the job insecurity among employees at PT. X amounting to -0.774 at LOS 0,5. Based on the above result, it was decided several organizational communication intervention designs to decrease job insecurity among employees at PT. X.