

# Job insecurity dan organizational citizenship behavior: efek mediasi dari komitmen afektif = Job insecurity and organizational citizenship behavior the mediating effect of affective commitment

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## Abstrak

Penelitian ini bertujuan untuk melihat efek mediasi dari komitmen afektif pada hubungan job insecurity dan organizational citizenship behavior OCB. Partisipan penelitian ini adalah 217 karyawan swasta dan BUMN di Indonesia. Job insecurity diukur menggunakan job insecurity questionnaire, OCB diukur menggunakan task performance scale, dan komitmen afektif diukur menggunakan affective commitment scale. Data dianalisis menggunakan Process macro Hayes pada SPSS versi 20.

Hasil penelitian menunjukkan bahwa terdapat pengaruh negatif dari job insecurity terhadap OCB, selain itu juga terdapat pengaruh negatif dari job insecurity terhadap komitmen afektif, terdapat pengaruh positif dari komitmen afektif terhadap OCB, dan terdapat efek mediasi dari job insecurity terhadap OCB melalui komitmen afektif. Implikasi teoretis dan praktis akan dibahas selanjutnya dalam penelitian ini.

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This study aimed to investigate the mediating effect of affective commitment on the relationship between job insecurity and organizational citizenship behavior OCB. Participants of this research are 217 private and state owned enterprises employees in Indonesia. Job insecurity was measured using job insecurity questionnaire, OCB was measured using task performance scale, and affective commitment was measured using affective commitment scale. Data were analyzed using Hayes's PROCESS macro on SPSS version 20.

The results of this study proves that there is a negative effect of job insecurity on OCB, there is also a negative effect of job insecurity on affective commitment, there is a positive effect of affective commitment on OCB, and there is also mediating effect of affective commitment on the relationship between job insecurity and OCB Theoretical and practical implications are further discussed.