

Peran job insecurity sebagai mediator pada hubungan antara perceived organizational support dan in-role performance = The mediating effect of job insecurity on the relationship between perceived organizational support and in-role performance

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh mediasi dari job insecurity terhadap hubungan antara perceived organizational support dan in-role performance. Menggunakan teori psychological safety sebagai pedoman, individu yang menilai positif perlakuan dari perusahaan akan merasa aman dan keberlangsungannya di perusahaan terjamin, sehingga akan meningkatkan kinerjanya di perusahaan. Data diperoleh dari karyawan di Jabodetabek N= 269, dan dianalisis menggunakan macro Hayes PROCESS, pada SPSS v20. Hasil menunjukkan bahwa terdapat efek tidak langsung yang signifikan dari POS pada in-role performance melalui job insecurity. Implikasi secara teoretis dan praktis akan dibahas dalam penelitian ini.

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This study aims to investigate the mediating effect of job insecurity on the relationship between perceived organizational support and in role performance. Drawing from psychological safety theory, perceived organizational support would affect individuals' feeling that they could secure their job, and this would lead to high in role performance. Data were collected among employees from Jabodetabek N 269, and analyzed using the Hayes PROCESS macro on SPSS v20. The result showed that job insecurity mediated the relationship between POS and in role performance, as the indirect effect of POS on in role performance via job insecurity was found significant. Theoretical and practical implications were discussed.