

Apakah pekerja outsourcing merasa tidak puas? Peran job insecurity, role ambiguity, dan role overload pada kepuasan hidup pekerja outsourcing = Do outsourcing workers feel unsatisfied? The role of job insecurity, role ambiguity, and role overload on life satisfaction in outsourcing workers

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk melihat hubungan antara job insecurity, role ambiguity, dan role overload terhadap kepuasan hidup. Partisipan penelitian berjumlah 116 pekerja outsourcing yang bekerja di salah satu perusahaan transportasi di Jakarta dengan usia minimal 18 tahun. Hasil dari penelitian ini menunjukkan bahwa job insecurity dan role ambiguity memiliki hubungan negatif yang signifikan terhadap kepuasan hidup. Sementara, role overload tidak memiliki hubungan negatif yang signifikan dengan kepuasan hidup. Hasil dari penelitian ini memiliki arti bahwa pekerja outsourcing yang memiliki tingkatan job insecurity dan role ambiguity yang rendah maka akan memiliki kepuasan hidup yang semakin tinggi. Sementara itu, pekerja yang merasakan role overload belum tentu berdampak akan kepuasan hidupnya.

ABSTRACT

This study aims to see the relationship between job insecurity, role ambiguity, and role overload to life satisfaction. This research participants were 116 outsourcing workers who worked in one of the transportation companies in Jakarta with a minimum age of 18 years. The results of this study indicate that job insecurity and role ambiguity have a negative and significant relationship to life satisfaction. Meanwhile, role overload did not have a negative and significant relationship with life satisfaction. The results of this study indicate that outsourcing workers who have a low level of job insecurity and role ambiguity will have higher life satisfaction. Meanwhile, workers who feel role overload do not necessarily have an impact on their life satisfaction.