

# Analisis pengaruh job insecurity terhadap job satisfaction, psychological well-being dan organizational commitment yang dimoderasi oleh job dependence = The effect of job insecurity on job satisfaction, psychological well-being, organizational commitments and moderated by job dependence

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## Abstrak

Perasaan aman atas kepastian kerja merupakan hal yang diinginkan oleh banyak orang, terutama para pekerja. Tetapi bagaimana jika pekerja tidak memiliki keberdayaan atas kepastian kerja yang diinginkannya sedangkan mereka memiliki ketergantungan atas pekerjaan tersebut, tentu hal ini akan dapat mengganggu keberlangsungan kehidupan pribadi dan pekerjaan tentu hal ini akan menyebabkan berbagai macam hal seperti kelelahan emosional yang berujung pada ketidakpuasan pekerjaan. Penelitian ini bertujuan untuk mengetahui pengaruh dari job insecurity terhadap job satisfaction, psychological well-being dan organizational commitment yang dimana hubungannya akan dimoderasi oleh job dependence. Data penelitian diperoleh dari 302 karyawan perusahaan yang berdomisili di Jabodetabek melalui kuesioner yang disebar secara online. Hasil penelitian menunjukkan bahwa job insecurity memiliki pengaruh negatif terhadap job satisfaction, psychological well being, dan organizational commitment. Ditemukan pula bahwa job dependence tidak berpengaruh signifikan terhadap job satisfaction, psychological well being, dan organizational commitment.

.....Feeling secure about work certainty is what many people want, especially workers. But what if workers do not have the empowerment of the certainty of work they want while they have dependency on the work, of course this will be able to interfere with the continuity of personal and work life, of course this will cause various things such as emotional exhaustion that results in job dissatisfaction. This study aims to determine the effect of job insecurity on job satisfaction, psychological well-being and organizational commitment in which the relationship will be moderated by job dependence. The research data was obtained from 302 company employees who live in Greater Jakarta through questionnaires distributed online. The results showed that job insecurity had a negative influence on job satisfaction, psychological well-being, and organizational commitment. It was also found that job dependence did not significantly influence job satisfaction, psychological well-being, and organizational commitment.</i>