

# Pengaruh Qualitative Job Insecurity terhadap Komitmen Organisasi dengan Grit sebagai Variabel Moderator = The Effect of Qualitative Job Insecurity on Organizational Commitment with Grit as Moderator Variable

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## Abstrak

Dalam penelitian ini telah dilakukan upaya untuk memeriksa pengaruh qualitative job insecurity terhadap komitmen organisasi afektif, kontinuitas, dan normatif serta peran grit sebagai variabel moderator. Penelitian ini merupakan penelitian kuantitatif yang menggunakan alat ukur komitmen organisasi, Multidimensional Qualitative Job Insecurity Scale (MQJIS), dan short grit scale (Grit-S). Pengumpulan data berasal dari 755 karyawan yang terdampak kebijakan perusahaan akibat pandemi. Analisis data yang digunakan yaitu uji korelasi, uji asumsi klasik, dan analisis moderated regression. Hasil penelitian menunjukkan bahwa terdapat pengaruh yang signifikan dan negatif antara qualitative job insecurity dengan komitmen organisasi afektif dan komitmen organisasi normatif. Selain itu, ditemukan bahwa grit tidak berperan secara signifikan sebagai moderator pada pengaruh qualitative job insecurity terhadap komitmen organisasi afektif, kontinuitas, dan normatif. Tingkat grit tidak mempengaruhi qualitative job insecurity menurunkan komitmen organisasi afektif, kontinuitas, dan normatif dalam kondisi eksternal yang tidak dapat diprediksi. Hasil penelitian menegaskan pentingnya perusahaan mengambil tindakan untuk mengurangi dampak buruk dari qualitative job insecurity.

.....In this study, an attempt has been made to examine the effect of qualitative job insecurity on affective, continuity, and normative organizational commitment and the role of grit as a moderating variable. This research was quantitative research by using organizational commitment measurement tools, Multidimensional Qualitative Job Insecurity Scale (MQJIS), and short grit scale (Grit-S). Data collection came from 755 employees who were affected by company policies due to the pandemic. The results revealed that there was a significant and negative relationship between qualitative job insecurity with affective and normative organizational commitment. In addition, it was found that grit did not play a significant role as a moderator on the effect of qualitative job insecurity on affective, continuity, and normative organizational commitment. The grit level did not affect qualitative job insecurity reducing affective, continuum, and normative organizational commitment in unpredictable external conditions. The results of this study emphasize the importance of companies taking action to reduce the adverse effects of qualitative job insecurity.