

Pengaruh Job Insecurity dan Burnout Terhadap Subjective Well-Being dan Job Performance Pada Perawat Kontrak Dengan Psychological Capital Sebagai Moderator = The Effect of Job Insecurity and Burnout on Subjective Well-Being and Job Performance in Nurses (Contract) With Psychological Capital as Moderator

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Abstrak

Berdasarkan data dari Rumah Sakit yang beroperasi di Riau, didapatkan bahwa perawat kontrak memiliki Job Performance yang rendah. Selain itu, penelitian memberikan informasi bahwa Subjective Well-being perawat memiliki skor yang rendah. Dalam hal ini, terdapat kemungkinan bahwa Job Insecurity dan Burnout yang dialami oleh Perawat Kontrak merupakan penyebabnya didukung oleh beberapa penelitian terdahulu. Penelitian ini dilakukan untuk membahas pengaruh Job Insecurity dan Burnout terhadap Subjective Well-being dan Job Performance pada Perawat Kontrak di Rumah Sakit dengan menggunakan variabel moderasi berupa Psychological Capital karena mengacu pada penelitian-penelitian sebelumnya yang menyebutkan bahwa Psychological Capital mampu mengurangi Job Insecurity yang diterima dan juga akan berpengaruh pada penurunan Burnout. Penelitian ini akan dilakukan dengan menggunakan pendekatan kuantitatif dengan sampel penelitian berupa perawat kontrak yang bekerja di Rumah Sakit yang beroperasi Riau. Analisis data melibatkan uji reliabilitas, uji validitas, uji deskriptif, dan Structural Equation Modeling (SEM) dengan menggunakan software SmartPLS. Hasil penelitian menunjukkan bahwa Job Insecurity dan Burnout terbukti berpengaruh secara negatif signifikan terhadap Job Performance dengan cara menurunkan Subjective Well-being dari Perawat kontrak. Selain itu, dimensi-dimensi dari variabel Psychological Capital seperti Hope dan Resilience diketahui mampu menurunkan dampak negatif yang di sebabkan oleh Job Insecurity dan Burnout terhadap Subjective Well-being dan Job Performance perawat kontrak. Dilain sisi dimensi Self-efficacy hanya mampu menurunkan dampak negatif dari Burnout terhadap variabel lainnya sedangkan Optimism hanya mampu menurunkan dampak negatif Job Insecurity terhadap variabel lainnya.

.....Based on data from hospitals operating in Riau, it was found that contract nurses have low Job Performance. In addition, research provides information that nurses' Subjective Well-being has a low score. In this case, there is a possibility that Job Insecurity and Burnout experienced by Contract Nurses is the cause supported by several previous studies. This research was conducted to discuss the effect of Job Insecurity and Burnout on Subjective Well-being and Job Performance in Contract Nurses at Hospitals by using a moderating variable in the form of Psychological Capital because it refers to previous studies which stated that Psychological Capital is able to reduce Job Insecurity received and will also affect the decrease in Burnout. This research will be conducted using a quantitative approach with research samples in the form of contract nurses who work in hospitals operating in Riau. Data analysis involved reliability tests, validity tests, descriptive tests, and Structural Equation Modeling (SEM) using SmartPLS software. The results showed that Job Insecurity and Burnout proved to have a significant negative effect on Job Performance by reducing the Subjective Well-being of contract nurses. In addition, the dimensions of the Psychological Capital variables such as Hope and Resilience are known to be able to reduce the negative impact caused by Job Insecurity and Burnout on Subjective Well-being and Job Performance of contract nurses. On the other

hand, the Self-efficacy dimension is only able to reduce the negative impact of Burnout on other variables, while Optimism is only able to reduce the negative impact of Job Insecurity on other variables.