

LAMPIRAN A. Uji Validitas dan Reliabilitas Alat Ukur

A.1. Hasil Uji Validitas dan Reliabilitas Alat Ukur *Occupational Self-Efficacy*

Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded (a)	0	.0
	Total	34	100.0

a Listwise deletion based on all variables in the procedure.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITEM1	90.2647	132.928	.254	.852
ITEM2	91.0294	123.545	.367	.851
ITEM3	91.2353	122.428	.489	.844
ITEM4	90.9412	116.542	.681	.834
ITEM5	90.7941	117.199	.606	.838
ITEM6	90.2059	126.350	.482	.844
ITEM7	90.5000	117.470	.661	.835
ITEM8	90.4118	130.371	.260	.853
ITEM9	90.5000	119.955	.537	.841
ITEM10	90.6765	120.650	.520	.842
ITEM11	90.1176	134.107	.343	.850
ITEM12	90.1765	127.968	.491	.845
ITEM13	90.2647	130.443	.387	.848
ITEM14	90.2353	124.367	.624	.840
ITEM15	90.1471	132.857	.319	.850
ITEM16	90.3529	128.599	.477	.845
ITEM17	90.7059	128.881	.347	.849
ITEM18	90.3529	125.205	.542	.842
ITEM19	91.2353	129.216	.233	.856
ITEM20	90.4412	130.557	.242	.854

Reliability Statistics

Cronbach's Alpha	N of Items
.853	20

A.2. Hasil Uji Validitas dan Reliabilitas Alat Ukur *Job Insecurity*

A.2.1. Dimensi 1: Pentingnya aspek-aspek dalam pekerjaan

Case Processing Summary

		N	%
Cases	Valid	34	100.0
	Excluded (a)	0	.0
	Total	34	100.0

a Listwise deletion based on all variables in the procedure.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITEM1	79.9118	54.810	.312	.758
ITEM2	79.4412	56.739	.393	.754
ITEM3	79.9412	53.936	.456	.747
ITEM4	79.4118	57.947	.299	.760
ITEM5	80.4706	50.681	.466	.744
ITEM6	80.6176	54.061	.322	.758
ITEM7	80.5294	54.196	.293	.761
ITEM8	79.7941	56.047	.273	.761
ITEM9	79.2941	59.790	.154	.766
ITEM10	79.9412	54.724	.322	.757
ITEM11	80.0294	55.363	.439	.750
ITEM12	80.5000	54.561	.334	.756
ITEM13	80.2353	57.094	.167	.771
ITEM14	80.4118	50.492	.531	.737
ITEM15	79.5294	56.742	.471	.752
ITEM16	80.3235	54.650	.325	.757
ITEM17	80.0882	51.113	.539	.737

Reliability Statistics

Cronbach's Alpha	N of Items
.766	17

A.2.2. Dimensi 2: Kemungkinan kehilangan aspek-aspek dalam pekerjaan

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITEM1	72.3529	125.569	.287	.840
ITEM2	73.2647	117.049	.353	.841
ITEM3	72.5882	121.947	.301	.841
ITEM4	72.6176	114.486	.611	.825
ITEM5	73.6471	110.296	.562	.827
ITEM6	73.7647	112.791	.524	.829
ITEM7	73.4412	115.042	.520	.830
ITEM8	73.0000	114.242	.596	.826
ITEM9	72.2353	125.398	.365	.838
ITEM10	73.0588	114.663	.569	.827
ITEM11	72.7353	122.746	.367	.837
ITEM12	73.2353	116.549	.457	.833
ITEM13	72.8235	114.210	.529	.829
ITEM14	72.8235	115.301	.632	.825
ITEM15	72.6765	121.256	.327	.840
ITEM16	72.0588	120.966	.477	.833
ITEM17	72.7353	123.231	.215	.847

Reliability Statistics

Cronbach's Alpha	N of Items
.842	17

A.2.3. Dimensi 3: Pentingnya kehilangan pekerjaan

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITEM1	28.4706	72.014	.667	.833
ITEM2	28.3235	74.771	.708	.830
ITEM3	28.4412	75.890	.557	.846
ITEM4	27.0588	88.118	.278	.870
ITEM5	28.0000	81.394	.540	.848
ITEM6	28.3824	65.577	.746	.822
ITEM7	28.1176	65.137	.774	.818
ITEM8	27.6176	77.395	.539	.848

Reliability Statistics

Cronbach's Alpha	N of Items
.858	8

A.2.4. Dimensi 4: Kemungkinan kehilangan pekerjaan**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITEM1	28.7059	26.699	.548	.543
ITEM2	27.8529	28.553	.485	.567
ITEM3	28.2059	25.987	.516	.547
ITEM4	27.9118	33.477	.073	.673
ITEM5	28.5000	32.561	.195	.637
ITEM6	28.1471	28.311	.382	.591
ITEM7	28.0294	28.090	.437	.576
ITEM8	27.6765	34.165	.058	.671

Reliability Statistics

Cronbach's Alpha	N of Items
.637	8

A.2.5. Dimensi 5: Ketidakberdayaan**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ITEM1	5.0000	4.545	.463	.816
ITEM2	4.8824	3.380	.670	.588
ITEM3	5.0000	3.939	.665	.604

Reliability Statistics

Cronbach's Alpha	N of Items
.762	3

LAMPIRAN B. Gambaran Umum Partisipan

B.1. Berdasarkan Usia

		usia			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15-24	6	4.7	4.7	4.7
	25-30	61	48.0	48.0	52.8
	31-44	58	45.7	45.7	98.4
	45-65	2	1.6	1.6	100.0
	Total	127	100.0	100.0	

B.2. Berdasarkan Jenis Kelamin

		j_kel			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	pria	66	52.0	52.0	52.0
	wanita	61	48.0	48.0	100.0
	Total	127	100.0	100.0	

B.3. Berdasarkan Tingkat Pendidikan

		pendidikan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	47	37.0	37.0	37.0
	Diploma	45	35.4	35.4	72.4
	S1	35	27.6	27.6	100.0
	Total	127	100.0	100.0	

B.4. Berdasarkan Masa Kerja

		masakerja			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 2 tahun	3	2.4	2.4	2.4
	2-10 tahun	88	69.3	69.3	71.7
	> 10 tahun	36	28.3	28.3	100.0
	Total	127	100.0	100.0	

B.5. Berdasarkan Pekerjaan

		pekerjaan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	admin	95	74.8	74.8	74.8
	sekretaris	6	4.7	4.7	79.5
	staff it	26	20.5	20.5	100.0
	Total	127	100.0	100.0	

B.6. Berdasarkan Status Pernikahan

		statuskaw			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	lajang	34	26.8	26.8	26.8
	menikah	93	73.2	73.2	100.0
	Total	127	100.0	100.0	

LAMPIRAN C. Hasil Analisis Utama

C.1. Gambaran Occupational Self-Efficacy

C.1.1. Gambaran Occupational Self-Efficacy Berdasarkan Z-Score

Statistics			
		skorji	Skorose
N	Valid	127	127
	Missing	0	0
Mean		2859.6614	94.3150
Std. Deviation		1275.58455	11.68346
Range		7156.00	53.00

		kelomse			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rendah	22	17.3	17.3	17.3
	sedang	78	61.4	61.4	78.7
	tinggi	27	21.3	21.3	100.0
	Total	127	100.0	100.0	

C.1.2. Gambaran *Occupational Self-Efficacy* Berdasarkan *Raw Score*

rawose

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	sedang	87	68.5	68.5	68.5
	tinggi	40	31.5	31.5	100.0
Total		127	100.0	100.0	

C.2. Gambaran *Job Insecurity*

C.2.1. Gambaran *Job Insecurity* Berdasarkan *Z-Score*

kelomji

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rendah	25	19.7	19.7	19.7
	sedang	89	70.1	70.1	89.8
	tinggi	13	10.2	10.2	100.0
Total		127	100.0	100.0	

C.2.2. Gambaran *Job Insecurity* Berdasarkan *Raw Score*

rawji

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	rendah	123	96.9	96.9	96.9
	sedang	4	3.1	3.1	100.0
Total		127	100.0	100.0	

C.3. Penyebaran *Occupational Self-Efficacy* dan *Job Insecurity*

C.3.1. Penyebaran *Occupational Self-Efficacy* dan *Job Insecurity* Berdasarkan *Z-Score*

kelomse * kelomji Crosstabulation

		kelomji			Total	
		rendah	sedang	tinggi		
Kelomse	rendah	Count	2	14	6	22
		% of Total	1.6%	11.0%	4.7%	17.3%
	sedang	Count	17	54	7	78
		% of Total	13.4%	42.5%	5.5%	61.4%
	tinggi	Count	6	21	0	27
		% of Total	4.7%	16.5%	.0%	21.3%
Total	Count	25	89	13	127	
	% of Total	19.7%	70.1%	10.2%	100.0%	

Symmetric Measures

		Value	Asymp. Std. Error(a)	Approx. T(b)	Approx. Sig.
Interval by Interval	Pearson's R	-.225	.079	-2.577	.011(c)
Ordinal by Ordinal	Spearman Correlation	-.215	.080	-2.464	.015(c)
N of Valid Cases		127			

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.009(a)	4	.026
Likelihood Ratio	12.107	4	.017
Linear-by-Linear Association	6.357	1	.012
N of Valid Cases	127		

a. 3 cells (33.3%) have expected count less than 5. The minimum expected count is 2.25.

C.3.2. Penyebaran *Occupational Self-Efficacy* dan *Job Insecurity* Berdasarkan *Raw Score*

rawose * rawji Crosstabulation

		rawji		Total	
		rendah	sedang		
rawose	sedang	Count	84	3	87
		% of Total	66.1%	2.4%	68.5%
	tinggi	Count	39	1	40
		% of Total	30.7%	.8%	31.5%
Total		Count	123	4	127
		% of Total	96.9%	3.1%	100.0%

C.4. Korelasi *Occupational Self-Efficacy* dan *Job Insecurity*

Correlations

		skorji	skorose
Skorji	Pearson Correlation	1	-.200(*)
	Sig. (1-tailed)	.	.012
	N	127	127
Skorose	Pearson Correlation	-.200(*)	1
	Sig. (1-tailed)	.012	.
	N	127	127

* Correlation is significant at the 0.05 level (1-tailed).

LAMPIRAN D. Hasil Analisis Tambahan

D.1. Occupational Self-Efficacy dan Data Demografis

D.1.1. Occupational Self-Efficacy Berdasarkan Usia

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1015.826	3	338.609	2.570	.057
Within Groups	16204.268	123	131.742		
Total	17220.094	126			

Multiple Comparisons

(I) usia	(J) usia	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
15-24	25-30	-9.08470	4.91088	.255	-21.8751	3.7057
	31-44	-6.21839	4.92224	.588	-19.0384	6.6016
	45-65	-22.16667	9.37166	.089	-46.5752	2.2418
25-30	15-24	9.08470	4.91088	.255	-3.7057	21.8751
	31-44	2.86631	2.10502	.526	-2.6162	8.3488
	45-65	-13.08197	8.24807	.390	-34.5641	8.4002
31-44	15-24	6.21839	4.92224	.588	-6.6016	19.0384
	25-30	-2.86631	2.10502	.526	-8.3488	2.6162
	45-65	-15.94828	8.25484	.220	-37.4480	5.5515
45-65	15-24	22.16667	9.37166	.089	-2.2418	46.5752
	25-30	13.08197	8.24807	.390	-8.4002	34.5641
	31-44	15.94828	8.25484	.220	-5.5515	37.4480

skorose

usia	N	Subset for alpha = .05	
		1	2
15-24	6	86.8333	
31-44	58	93.0517	93.0517
25-30	61	95.9180	95.9180
45-65	2		109.0000
Sig.		.541	.093

D.1.2. Occupational Self-Efficacy Berdasarkan Jenis Kelamin

Group Statistics

	Jekel	N	Mean	Std. Deviation	Std. Error Mean
Skorose	Pria	66	94.7727	12.60500	1.55157
	wanita	61	93.8197	10.67943	1.36736

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
skorose	Equal variances assumed	1.364	.245	.458	125	.648	.95306	2.08163	-3.16674	5.07285
	Equal variances not assumed			.461	124.087	.646	.95306	2.06810	-3.14027	5.04638

D.1.3. Occupational Self-Efficacy Berdasarkan Masa Kerja

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	360.391	2	180.196	1.327	.269
Within Groups	16839.010	124	135.798		
Total	17199.402	126			

Multiple Comparisons

(I) masakerja	(J) masakerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
< 2 tahun	2-10 tahun	6.10606	6.84173	.646	-10.1238	22.3359
	> 10 tahun	2.77778	7.00274	.917	-13.8340	19.3896
2-10 tahun	< 2 tahun	-6.10606	6.84173	.646	-22.3359	10.1238
	> 10 tahun	-3.32828	2.30550	.322	-8.7974	2.1408
> 10 tahun	< 2 tahun	-2.77778	7.00274	.917	-19.3896	13.8340
	2-10 tahun	3.32828	2.30550	.322	-2.1408	8.7974

Tukey HSD

	N	Subset for alpha = .05
masakerja		1
2-10 tahun	88	93.2273
> 10 tahun	36	96.5556
< 2 tahun	3	99.3333
Sig.		.546

D.2. Job Insecurity dan Data Demografis

D.2.1. Perbedaan Mean Skor Job Insecurity Berdasarkan Usia

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10150399.600	3	3383466.533	2.136	.099
Within Groups	194866208.841	123	1584278.121		
Total	205016608.441	126			

Multiple Comparisons

(I) usia	(J) usia	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
15-24	25-30	-745.36066	538.53331	.512	-2147.9715	657.2502
	31-44	-772.17241	539.77912	.483	-2178.0280	633.6832
	45-65	1142.50000	1027.70882	.683	-1534.1693	3819.1693
25-30	15-24	745.36066	538.53331	.512	-657.2502	2147.9715
	31-44	-26.81176	230.83958	.999	-628.0338	574.4103
	45-65	1887.86066	904.49479	.163	-467.8975	4243.6188
31-44	15-24	772.17241	539.77912	.483	-633.6832	2178.0280
	25-30	26.81176	230.83958	.999	-574.4103	628.0338
	45-65	1914.67241	905.23710	.154	-443.0191	4272.3639
45-65	15-24	-1142.50000	1027.70882	.683	-3819.1693	1534.1693
	25-30	-1887.86066	904.49479	.163	-4243.6188	467.8975
	31-44	-1914.67241	905.23710	.154	-4272.3639	443.0191

skorji

		Subset for alpha = .05
usia	N	1
45-65	2	1024.5000
15-24	6	2167.0000
25-30	61	2912.3607
31-44	58	2939.1724
Sig.		.054

D.2.2. Perbedaan Mean Skor Job Insecurity Berdasarkan Jenis Kelamin

Group Statistics

	jekel	N	Mean	Std. Deviation	Std. Error Mean
skorji	pria	66	2642.1061	1199.57160	147.65706
	wanita	61	3095.0492	1322.74823	169.36056

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
										Lower	Upper
Skorji	Equal variances assumed	.357	.551	-2.024	125	.045	-452.94312	223.82284	-895.91629	-9.96995	
	Equal variances not assumed			-2.016	121.227	.046	-452.94312	224.69002	-897.76788	-8.11836	

D.2.3. Perbedaan Mean Skor *Job Insecurity* Berdasarkan Tingkat Pendidikan

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6485972.196	2	3242986.098	2.026	.136
Within Groups	198530636.245	124	1601053.518		
Total	205016608.441	126			

Multiple Comparisons

(I) pendidikan	(J) pendidikan	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
SMA	Diploma	-507.95366	263.90137	.136	-1133.9775	118.0702
	S1	-100.58541	282.50549	.933	-770.7417	569.5709
Diploma	SMA	507.95366	263.90137	.136	-118.0702	1133.9775
	S1	407.36825	285.17250	.329	-269.1147	1083.8512
S1	SMA	100.58541	282.50549	.933	-569.5709	770.7417
	Diploma	-407.36825	285.17250	.329	-1083.8512	269.1147

D.2.4. Perbedaan Mean Skor *Job Insecurity* Berdasarkan Masa Kerja

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1750766.681	2	875383.340	.534	.588
Within Groups	203265841.760	124	1639240.659		
Total	205016608.441	126			

Multiple Comparisons

(I) masakerja	(J) masakerja	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
< 2 tahun	2-10 tahun	-719.27273	751.69228	.605	-2502.4287	1063.8832
	> 10 tahun	-597.13889	769.38158	.718	-2422.2572	1227.9794
2-10 tahun	< 2 tahun	719.27273	751.69228	.605	-1063.8832	2502.4287
	> 10 tahun	122.13384	253.30258	.880	-478.7477	723.0154
> 10 tahun	< 2 tahun	597.13889	769.38158	.718	-1227.9794	2422.2572
	2-10 tahun	-122.13384	253.30258	.880	-723.0154	478.7477

Tukey HSD

masakerja	N	Subset for alpha = .05
		1
< 2 tahun	3	2192.0000
> 10 tahun	36	2789.1389
2-10 tahun	88	2911.2727
Sig.		.499

D.2.5. Perbedaan Mean Skor *Job Insecurity* Berdasarkan Status Pernikahan

Group Statistics

	statuskaw	N	Mean	Std. Deviation	Std. Error Mean
skorji	lajang	34	2761.4118	1044.45895	179.12323
	menikah	93	2895.5806	1353.61393	140.36323

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper	
Skorji	Equal variances assumed	.514	.475	-.523	125	.602	134.16888	256.38063	641.57797	373.24021
	Equal variances not assumed			-.590	75.728	.557	134.16888	227.56750	587.43517	319.09741

LAMPIRAN E. KUESIONER

Selamat pagi/siang/sore/malam,

Saya adalah mahasiswi fakultas Psikologi Universitas Indonesia semester akhir yang sedang mengadakan penelitian mengenai karyawan *outsourcing*. Untuk itu, saya membutuhkan sejumlah data yang hanya dapat diperoleh dengan adanya kerjasama dari Anda untuk mengisi kuesioner berikut ini. Kuesioner ini terdiri dari 7 bagian dan masing-masing bagian memiliki instruksi yang berbeda. Oleh karena itu, **bacalah instruksi terlebih dahulu pada masing-masing bagian** sebelum mengisi kuesioner dan mohon **pastikan Anda mengisi seluruh bagian dari kuesioner ini agar jangan sampai ada yang terlewat**.

Dalam pengisian kuesioner ini, **semua jawaban yang anda berikan adalah benar** sejauh jawaban tersebut sesuai dengan kata hati anda. Pengisian kuesioner ini **tidak akan mempengaruhi pekerjaan anda** dalam perusahaan ini. Oleh karena itu, saya mengharapkan Anda mengisi kuesioner ini sesuai dengan **keadaan Anda yang sebenarnya**. Saya akan menjamin kerahasiaan jawaban dan identitas pribadi Anda serta hanya akan dipergunakan untuk keperluan penelitian ini. Bantuan yang Anda berikan akan sangat berarti bagi penelitian yang saya lakukan.

Atas bantuan dan kerjasama yang Anda berikan, saya ucapkan banyak terima kasih.

Hormat saya,

Jessica Irene