

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *job insecurity* dan dukungan sosial dengan kesejahteraan psikologis pada karyawan kontrak di Daerah Istimewa Yogyakarta. Hipotesis yang diajukan pada penelitian ini adalah ada hubungan negatif antara *job insecurity* dengan kesejahteraan psikologis karyawan kontrak dan ada hubungan positif antara dukungan sosial dengan kesejahteraan psikologis karyawan kontrak. Subjek dalam penelitian ini adalah 61 orang karyawan kontrak di Daerah Istimewa Yogyakarta dan sudah bekerja minimal 1 tahun. Cara pengambilan subjek dengan menggunakan metode purposive sampling. Pengumpulan data dilakukan dengan menggunakan Skala *Job Insecurity*, Skala Dukungan Sosial dan Skala Kesejahteraan Psikologis. Metode analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil penelitian hubungan antara *job insecurity* dengan kesejahteraan psikologis, diperoleh koefisien korelasi (r_{xy}) = -0,327 dengan $p = 0,010$ ($p < 0,050$) yang berarti ada hubungan negatif antara *job insecurity* dengan kesejahteraan psikologis. Nilai koefisien determinasi R squared (R^2) sebesar = 0,107 menunjukkan bahwa variabel *job insecurity* memiliki kontribusi sebesar 10,7% terhadap kesejahteraan psikologis karyawan kontrak dan sisanya 89,3% dipengaruhi faktor-faktor lain. Berdasarkan hasil penelitian hubungan antara dukungan sosial dengan kesejahteraan psikologis, diperoleh koefisien korelasi (r_{xy}) = 0,537 dengan $p = 0,000$ ($p < 0,050$) yang berarti ada hubungan positif antara dukungan sosial dengan kesejahteraan psikologis. Nilai koefisien determinasi R squared (R^2) sebesar = 0,289 menunjukkan bahwa variabel dukungan sosial memiliki kontribusi sebesar 28,9% terhadap variabel kesejahteraan psikologis pada karyawan kontrak dan sisanya 71,1% dipengaruhi faktor-faktor lain.

Kata kunci: *kesejahteraan psikologis, job insecurity, dukungan sosial, karyawan kontrak*

Abstract

This research aims to determine the relationship between job insecurity and social support with the psychological well-being contract employees. The hypothesis proposed in this study is that there is a negative relationship between job insecurity and psychological well-being contract employees and there is a positive relationship between social support and psychological well-being contract employees. The subjects in this study were 61 contract employees in the Special Region of Yogyakarta and had worked for at least 1 year. How to take the subject using the purposive sampling method. Retrieval of this research data using Job Insecurity Scale, Social Support Scale, and Psychological Well Being Scale. The data analysis method used is product moment correlation from Karl Pearson. Based on the results of the study the relationship between job insecurity and psychological well-being, a correlation coefficient (r_{xy}) = -0,327 with $p = 0.010$ ($p < 0,050$) means that there is a negative relationship between job insecurity and psychological well-being. The coefficient of determination R squared (R^2) = 0.107 indicates that the variable job insecurity has a contribution of 10,7% to the variable of psychological well-being in contract employees and the remaining 89,3% is influenced by other factors. Based on the results of the study the relationship between social support and psychological well-being, a correlation coefficient (r_{xy}) = 0,537 with $p = 0.000$ ($p < 0,050$) means that there is a positive relationship between social support and psychological well-being. The coefficient of determination R squared (R^2) = 0,289 indicates that the variable job insecurity has a contribution of 28,9% to the variable of psychological well-being in contract employees and the remaining 71,1% is influenced by other factors.

Keyword: *psychological well-being, job insecurity, social support, contract employees*

