

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui adanya hubungan antara *Job Insecurity* dan *Workplace Well-Being* pada karyawan kontrak saat pandemi covid-19 di Yogyakarta. Hipotesis yang diajukan pada penelitian ini adalah ada hubungan negatif antara *Job Insecurity* dengan *Workplace Well-Being* pada karyawan saat pandemi covid-19 di Yogyakarta. Subjek penelitian ini berjumlah 70 orang. Pengambilan data penelitian ini menggunakan Skala sikap model likert. Teknik analisis data yang digunakan adalah korelasi *product moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi ( $r_{xy}$ ) = -0,335 ( $p \leq 0.05$ ). Hasil penelitian menunjukkan bahwa terdapat hubungan yang negatif signifikan antara *Job Insecurity* dengan *Workplace Well-Being* pada karyawan kontrak pada saat pandemi Covid-19 di Yogyakarta. Hasil analisis data juga menunjukkan koefisien determinasi ( $R^2$ ) sebesar 0,056 yang menunjukkan bahwa sumbangan efektif *Job Insecurity* terhadap *Workplace Well-Being* sebesar 5,6 %, sementara sisanya 94,4 % dipengaruhi oleh faktor-faktor lain yang tidak diteliti dalam penelitian ini.

Kata kunci : *Workplace Well-Being*, *Job Insecurity*, pandemi covid-19

## ABSTRACT

*This study aims to determine the relationship between Job Insecurity and Workplace Well-Being on contract employees during the COVID-19 pandemic in Yogyakarta. The hypothesis proposed in this study is that there is a negative relationship between Job Insecurity and Workplace Well-Being for employees during the COVID-19 pandemic in Yogyakarta. The subjects of this study amounted to 70 people. The data collection of this research used the Likert model attitude scale. The data analysis technique used is product moment correlation. Based on the results of data analysis, the correlation coefficient ( $r_{xy}$ ) = -0.335 ( $p$  0.05). The results showed that there was a significant negative relationship between Job Insecurity and Workplace Well-Being for contract employees during the Covid-19 pandemic in Yogyakarta. The results of data analysis also show a coefficient of determination ( $R^2$ ) of 0.056 which indicates that the effective contribution of Job Insecurity to Workplace Well-Being is 5.6%, while the remaining 94.4% is influenced by other factors not examined in this study.*

*Keywords: Workplace Well-Being, Job Insecurity, covid-19 pandemic*