

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job insecurity* dengan kesejahteraan psikologis pada karyawan *outsourcing* yang bekerja di PT. Dagsap Endura Eatore. Hipotesis dalam penelitian ini adalah terdapat hubungan negatif antara *job insecurity* dengan kesejahteraan psikologis pada karyawan *outsourcing* yang bekerja di PT. Dagsap Endura Eatore. Subjek penelitian adalah karyawan *outsourcing* yang sudah bekerja minimal 4 bulan sebanyak 67 orang. Pengambilan subjek menggunakan *sampling purposive* dengan data yang dikumpulkan menggunakan Skala Kesejahteraan psikologis dan Skala *Job insecurity*. Data dianalisis menggunakan korelasi *product moment* dengan program SPSS v.23. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar $(r_{xy}) = -0.500$ dengan $p = 0.000$ ($p < 0.005$). Hal ini menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *job insecurity* dengan kesejahteraan psikologis. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0.250 yang berarti *job insecurity* memberikan sumbangan efektif sebesar 25% terhadap kesejahteraan psikologis dan sisanya 75 % dipengaruhi oleh faktor lain yaitu faktor dukungan sosial, tuntutan kuantitatif, ketidakseimbangan kondisi kerja, rendahnya kualitas kepemimpinan, konflik antar peran, rendahnya arti pekerjaan, rendahnya kesadaran terhadap masyarakat, diskriminasi, *bullying*, dan rendahnya promosi jabatan.

Kata kunci : ketidakamanan kerja, kesejahteraan psikologis, karyawan *outsourcing*

ABSTRACT

This study aims to determine the relationship between job insecurity with psychological well-being on outsourcing employee who work in PT. Dagsap Endura Eatore. The hypothesis in this study is that there is a negative relationship between job insecurity with psychological well-being on outsourcing employees who work in PT. Dagsap Endura Eatore . Research subjects are outsourcing employee who have worked at least 4 months as many as 67 people. Subject taking using purposive sampling with data collected using Psychological Well-Being Scale and Job insecurity Scale. Data were analyzed using product moment correlation with SPSS v.23 program. Based on the results of the analysis, obtained correlation value of -0.500 with $p = 0.000$ ($p < 0.005$). These results indicate that there is a significant negative relationship between job insecurity with psychological well-being. The acceptance of hypothesis in this study shows the coefficient of determination (R^2) of 0.250 which means job insecurity has 25% contribution to psychological well-being and the rest 75% influenced by other factors that are social support, quantitative demands, imbalance of working conditions, low leadership quality, conflict between roles, the low meaning of work, low awareness of the community, discrimination, bullying, and low promotion.

Keywords: *job insecurity ,psychological well-being, outsourcing employee.*