

## **Abstrak**

Penelitian ini bermaksud untuk mengetahui hubungan antara *job insecurity* dengan *psychological well being* pada karyawan *outsourcing*. Hipotesis yang diajukan adalah ada hubungan negatif antara *job insecurity* dengan *psychological well being* pada karyawan *outsourcing*. Subjek dalam penelitian ini berjumlah 50 orang yang memiliki karakteristik sebagai karyawan *outsourcing*. Cara pengambilan subjek dengan menggunakan metode *purposive sampling*. Pengambilan data penelitian ini menggunakan Skala *Job Insecurity* dan Skala *Psychological Well Being*. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar -0,493 dengan  $p = 0,000$  ( $p < 0,05$ ). Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *job insecurity* dengan *psychological well being*.

**Kata kunci:** *job insecurity, psychological well being*

## **Abstract**

This research intend to determine the relationship between job insecurity with psychological well being on outsourcing employees. The hypothesis proposed is that there is a negative relationship between job insecurity with psychological well being on outsourcing employees. The subjects in this study amounted to 50 people who had characteristics as outsourcing employees. How to retrieve subjects using purposive sampling method. Retrieval of this research data using the Job Insecurity scale and the Psychological Well Being Scale. The data analysis technique using product moment correlation from Karl Pearson. Based on the results of data analysis obtained the correlation coefficient (R) of -0.493 with  $p = 0.000$  ( $p < 0.05$ ). These results indicate that there is a significant negative relationship between job insecurity and psychological well being.

**Keywords:** *job insecurity, psychological well being*