

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *job insecurity* dengan *employability skills* pada sales PT. X. Hipotesis dalam penelitian ini adalah terdapat hubungan negatif antara *job insecurity* dengan *employability skills*. Subjek penelitian adalah Sales PT. X yang telah bekerja minimal satu tahun. Pengambilan subjek menggunakan sampling purposive dengan data yang dikumpulkan menggunakan Skala *Employability skills* dan Skala *Job insecurity*. Data dianalisis menggunakan korelasi product moment. Berdasarkan hasil analisis, diperoleh nilai korelasi sebesar -0.584 dengan $p = 0.000$ ($p < 0.050$), sehingga hipotesis dapat diterima. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (R^2) sebesar 0.627, hal tersebut menunjukkan bahwa variabel persepsi lingkungan kerja fisik memberikan sumbangan efektif sebesar sebesar 0.341, hal tersebut menunjukkan bahwa variabel *job insecurity* memberikan sumbangan efektif sebesar 34.1% terhadap variabel employability skills dan sisanya 65.9% dipengaruhi oleh faktor-faktor lainnya yang tidak diteliti dalam penelitian ini seperti faktor buruknya lingkungan kerja, kompensasi yang rendah, faktor individual, faktor relasi sosial, dan aktor kontekstual.

Kata kunci : *job insecurity, employability skills*

ABSTRACT

This study aims to determine the relationship between job insecurity with job skills in sales department of PT X. The hypothesis in this study is there is negative relationship between job insecurity and work skills. The subject of this research is the sales department of PT. X who has worked for at least one year. Subjects were taken using purposive samples with data collected using the Employability Skill Scale and the Job insecurity Scale. Data were analyzed using product moment correlation. Based on the results of the analysis, a correlation value of -0.584 was obtained with $p = 0.000$ ($p < 0.050$), so that the hypothesis could be accepted. Acceptance of the hypothesis in this study showed a coefficient of determination (R^2) of 0.627, it shows that the perception variable physical work environment made an effective contribution of 0.341, it shows that the job insecurity variable contributed 34.1% effectively to the variable employability skills and the remaining 65.9 % is influenced by other factors not examined in this study such as poor work environment, low compensation, individual factors, social relations factors, and contextual actors.

Keywords: *job insecurity, employability skills*