

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara *job insecurity* dengan *psychological well-being* pada karyawan yang sedang menjalani masa *probation*. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan negatif antara *job insecurity* dengan *psychological well-being* pada karyawan yang sedang menjalani masa *probation*. Subjek penelitian berjumlah 225 karyawan yang sedang menjalani masa *probation*. Pengambilan subjek menggunakan teknik *purposive sampling*. Metode pengumpulan data menggunakan Skala *Job Insecurity* dan Skala *Psychological Well-Being*. Teknik analisis data menggunakan korelasi *Pearson Product Moment*. Berdasarkan hasil analisis data diperoleh koefisien korelasi (r_{xy}) = -0,317 dengan nilai signifikansi $p < 0,001$. Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *job insecurity* dengan *psychological well-being* pada karyawan yang sedang menjalani masa *probation*. Artinya, semakin tinggi *job insecurity* yang dirasakan karyawan, semakin rendah *psychological well-being* yang dimilikinya. Sebaliknya, semakin rendah *job insecurity*, semakin tinggi *psychological well-being* pada karyawan dalam masa *probation*.

Kata Kunci: *Job Insecurity, Karyawan, Masa Probation, Psychological Well-Being.*

Abstract

This study aimed to examine the relationship between *job insecurity* and *psychological well-being* among employees undergoing a probation period. The hypothesis proposed in this study was that there is a negative relationship between *job insecurity* and *psychological well-being* among employees during their probation period. The participants consisted of 225 employees who were undergoing probation and were selected using a *purposive sampling* technique. Data were collected using the *Job Insecurity Scale* and the *Psychological Well-Being Scale*. The data were analyzed using the *Pearson Product-Moment* correlation test. The results showed a correlation coefficient of $r = -0.317$ with a significance value of $p < 0.001$, indicating a significant negative relationship between *job insecurity* and *psychological well-being* among employees undergoing probation. These findings indicate that the higher the level of *job insecurity* experienced by employees, the lower their level of *psychological well-being*. Conversely, lower *job insecurity* is associated with higher *psychological well-being* among employees during the probation period.

Keywords: *Employees, Job Insecurity, Psychological Well-Being, Probation Period.*