

ABSTRAK

PENGARUH *JOB INSECURITY* TERHADAP *JOB PERFORMANCE* DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR* DENGAN IDENTIFIKASI ORGANISASIONAL SEBAGAI PEMEDIASI

Studi pada PT Brantas Abipraya (Persero)

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Penelitian ini bertujuan untuk menganalisis pengaruh *job insecurity* terhadap *job performance* dan *organizational citizenship behavior* dengan identifikasi organisasional sebagai pemediasi pada karyawan PT Brantas Abipraya (Persero) yang dirumahkan. Abipraya merupakan salah satu perusahaan di bidang konstruksi yang turut berperan dalam pembangunan dan pemulihan ekonomi nasional. Penelitian didesain dengan pendekatan kuantitatif dengan cara survei melalui kuesioner. Kuesioner dibagikan secara daring melalui *google form* dan bersifat tertutup. Metode pengumpulan data yaitu dengan teknik *purposive sampling*. Sampel pada penelitian ini didapatkan sebanyak 54 responden yang merupakan karyawan tingkatan staf dan dirumahkan pada masa pandemi COVID-19 oleh pihak perusahaan. Metode analisis data yang digunakan yaitu menggunakan teknik analisis SEM-PLS dengan *software* SmartPLS versi 3.2.9.

Hipotesis pada penelitian ini ialah (1) *Job insecurity* berpengaruh secara negatif terhadap identifikasi organisasional, (2) identifikasi organisasional berpengaruh secara positif terhadap *job performance* dan *organizational citizenship behavior*, dan (3) identifikasi organisasional memediasi pengaruh *job insecurity* terhadap *job performance* dan *organizational citizenship behavior*. Hasil penelitian menunjukkan pengaruh negatif *job insecurity* terhadap identifikasi organisasional. Sementara identifikasi organisasional terbukti memengaruhi secara positif terhadap *job performance* dan *organizational citizenship behavior*. Identifikasi Organisasional tidak terbukti memiliki peranan sebagai pemediasi antara *job insecurity* dengan *job performance* dan *organizational citizenship behavior*.

Kata kunci : *job insecurity*, *job performance*, *organizational citizenship behavior*,
identifikasi organisasional

ABSTRACT

THE EFFECT OF JOB INSECURITY ON JOB PERFORMANCE AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR WITH ORGANIZATIONAL IDENTIFICATION AS A MEDIATOR

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This research aims to analyze the effect of job insecurity on job performance and organizational citizenship behavior with organizational identification as a mediator on Brantas Abipraya's employees whom laid off for a while. Abipraya is one of the construction companies which has a role in developing and recovering national economic. This research is designed by quantitative approach by using questionnaire as a survey method. The questionnaire which is kind of close one was distributed online by using google form. The data is collected by using purposive sampling method. There were 54 respondents as the sample whom got laid off by the company for a while in the era of COVID-19. The data was analyzed by using SEM-PLS analysis technique with SmartPLS version 3.2.9.

The hypotheses of this research are (1) Job Insecurity has negative effect on organizational identification, (2) organizational identification has positive effect on job performance and organizational citizenship behavior, and (3) organizational identification mediating the effect of job insecurity on job performance and organizational citizenship behavior. The result shows that there is negative effect of job insecurity on organizational identification. Meanwhile, organizational identification had proven in effecting on job performance and organizational citizenship behavior positively. Organizational identification had not proven in mediating the effect of job insecurity on job performance and organizational citizenship behavior.

Keywords : job insecurity, job performance, organizational citizenship behavior, organizational identification