

## **PERAN *JOB INSECURITY* TERHADAP KETERIKATAN KERJA DENGAN MODAL PSIKOLOGIS SEBAGAI VARIABEL MODERATOR**

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### **ABSTRAK**

Penelitian ini bertujuan untuk menguji secara empiris peran modal psikologis sebagai moderator dalam hubungan antara *job insecurity* dan keterikatan kerja. Pandemi virus Covid-19 yang telah berlangsung selama hampir dua tahun ini telah mengakibatkan perubahan pada berbagai aspek kehidupan manusia, terutama kondisi perekonomian. Dalam kondisi yang tidak menentu, kesejahteraan tenaga kerja baik fisik maupun psikologis menjadi faktor yang mendukung eksistensi perusahaan. Adapun salah satu isu yang berkaitan dengan kinerja dan kesejahteraan psikologis karyawan selama masa pandemi Covid-19 adalah menurunnya keterikatan kerja. Meskipun keterikatan kerja telah terbukti berkaitan secara positif dengan performa dan berbagai *work outcomes*, berbagai survei menunjukkan bahwa secara umum tingkat keterikatan kerja karyawan, terutama di Indonesia masih cukup rendah. Pengumpulan data dilakukan secara daring kepada 239 karyawan dari berbagai instansi dan jabatan. Metode pengambilan data menggunakan tiga jenis skala, yaitu skala keterikatan kerja (*Utrecht Work Engagement Scale-9*), skala *job insecurity* (*Job Insecurity Scale*), dan skala modal psikologis (*PsyCap Questionnaires*). Hasil analisis data menggunakan metode regresi berganda (*moderated regression analysis-MRA*) menunjukkan hipotesis variabel modal psikologis sebagai moderator ditolak ( $R^2=0,285$ ;  $p>0,05$ ). Hasil tersebut menunjukkan bahwa tinggi-rendahnya modal psikologis pada seseorang tidak mempengaruhi hubungan antara *job insecurity* dan keterikatan kerja.

**Kata kunci:** *keterikatan kerja, job insecurity, modal psikologis*

## THE ROLE OF PSYCHOLOGICAL CAPITAL AS MODERATOR IN THE RELATIONSHIP BETWEEN JOB INSECURITY AND WORK ENGAGEMENT

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### ABSTRACT

The purpose of this study is to examine the moderator effect of psychological capital in the relationship between job insecurity and work engagement. The pandemic of Covid-19 in the last two years has resulted in changes in various aspects of human life, especially the economic conditions. In this time of uncertainty, the welfare of workforce, both psychologically and physically being one of the most important survival factors of a company. One of the most prominent issues regarding the psychological well-being of employee in the pandemic situation is the decrease of work engagement. Despite being one of job attitudes that predicts various positive work outcomes, several surveys results showing that in general, especially in Indonesia, the levels of employee work engagement is still far below the adequate level. Data in this study was gathered by using three psychological scales, consist of work engagement scale (*Utrecht Work Engagement Scale-9*), job insecurity scale (*Job Insecurity Scale*), and psychological capital scale (*PsyCap Questionnaires*). The questionnaires was distributed to 239 employee in Indonesia via online form. The data then analyzed using moderated regression analysis technique to examine the role of psychological capital as moderator. The result of stastical analysis showed that the hypthothesis of psychological capital as moderator in the relationship between job insecurity and work engagement is not supported ( $R^2=0,285$ ;  $p>0,05$ ). The result of the study indicates that the level of individual's psychological capital doesn't affect the relationship between job insecurity and work engagement.

**Keywords:** *work engagement, job insecurity, psychological capital*