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Variabel Mediator

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The Effect of Psychological Capital on Job Insecurity: The Mediating Role of Perceived Organizational Support

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Abstrak

Penelitian ini bertujuan untuk menguji secara empiris peran *psychological capital* terhadap *job insecurity* dengan dimediasi oleh *perceived organizational support*. Partisipan penelitian ini berjumlah 292 karyawan dengan status kepegawaian kontrak. Metode pengambilan data dengan menyebarkan tiga skala skala secara daring yang terdiri dari skala *Job Insecurity Scale*, *Psychological Capital Questionnaire* dan skala *Perceived Organizational Support*. Metode analisis data menggunakan analisis mediasi model sederhana untuk memprediksi peran *perceived organizational support* dalam memediasi hubungan antara *psychological capital* dengan *job insecurity*. Hasil penelitian menunjukkan bahwa *perceived organizational support* berperan sebagai mediator pada hubungan *psychological capital* terhadap *job insecurity* ($p < 0,001$).

Kata kunci: *job insecurity, psychological capital, perceived organizational support.*

Abstract

This research aims to examine the role of psychological capital towards job insecurity through perceived organizational support as mediasi variable. Participants of this research were 292 temporary workers. The data analysis method uses simple mediated analysis to predict the role of perceived organizational support in mediating the relationship between psychological capital and job insecurity. The result showed that perceived organizational support plays as a mediator in the relationship between psychological capital and job insecurity ($p < 0,001$).

Keywords: *job insecurity, psychological capital, perceived organizational support.*