

ABSTRAK

Masa pandemi Covid-19 memaksa perusahaan beradaptasi dengan kebijakan mengenai sistem kerja *work from home* (WFH) dan *work from office* (WFO) untuk menekan laju penyebaran Covid-19. Perusahaan mengharapkan tingkat komitmen organisasi yang tinggi pada karyawannya, namun adanya masa pandemi dan berbagai kebijakan yang dikeluarkan perusahaan menyebabkan karyawan merasakan insekuritas terhadap pekerjaan sehingga tingkat komitmen karyawan terhadap organisasi diasumsikan menurun. Penelitian ini bertujuan untuk menguji secara empiris peran dan seberapa besar peran *job insecurity* terhadap komitmen organisasi. Penelitian ini merupakan penelitian kuantitatif yang menggunakan kuesioner daring dengan 384 responden dengan alat ukur berupa skala komitmen organisasi yang diadaptasi oleh Annekinda (2014) yang terdiri dari 2 dimensi yaitu komitmen terhadap nilai serta komitmen untuk tinggal dan skala *job insecurity* yang diadaptasi oleh Ashford et al. (1989) yang terdiri dari 2 dimensi yaitu *severity of threat* dan *powerlessness*. Analisis data penelitian menggunakan analisis regresi linier sederhana. Hasil analisis menunjukkan bahwa *job insecurity* berperan negatif signifikan terhadap komitmen organisasi ($R = 0,211$, $t = -10,098$, $p < 0,05$)

Kata kunci: *karyawan, komitmen organisasi, job insecurity, work from home, work from office*

ABSTRACT

The Covid-19 pandemic forced companies to adapt to policies regarding work from home (WFH) and work from office (WFO) systems to reduce the rate of spread of Covid-19. The company expects a high level of organizational commitment to its employees, but the pandemic and various policies issued by the company have caused employees to feel insecure about their jobs so that the level of employee commitment to the organization is assumed to have decreased. This study aims to empirically examine the role and how big the role of job insecurity is on organizational commitment. This research is a quantitative study using an online questionnaire with 384 respondents with a measuring instrument in the form of an organizational commitment scale adapted by Annekinda (2014) which consists of 2 dimensions, namely commitment to values and commitment to stay and the job insecurity scale adapted by Ashford et al. (1989) which consists of 2 dimensions, namely severity of threat and powerlessness. Analysis of research data using simple linear regression analysis. The results of the analysis show that job insecurity has a significant negative role on organizational commitment ($R = 0.211$, $t = -10.098$, $p < 0.05$)

Keywords: *employees, organizational commitment, job insecurity, work from home, work from office*