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**Peran Mediasi Workplace Locked-In pada Pengaruh Job Insecurity terhadap Burnout: Studi pada Karyawan
Tetap di DKI Jakarta**
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Universitas Gadjah Mada, 2026 | Diunduh dari http://etd.repository.ugm.ac.id/

ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan membuktikan secara empiris peran mediasi *workplace locked-in* pada pengaruh *job insecurity* terhadap *burnout* pada karyawan tetap di DKI Jakarta. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner daring kepada 210 karyawan tetap di DKI Jakarta yang memiliki tanggungan finansial dan masa kerja minimal dua tahun. Teknik analisis data menggunakan *Structural Equation Modeling berbasis Partial Least Squares* (PLS-SEM) dengan bantuan perangkat lunak SmartPLS 4.1.1.8. Hasil penelitian menunjukkan bahwa *job insecurity* berpengaruh positif dan signifikan terhadap *workplace locked-in* dan *burnout*. Selain itu, *workplace locked-in* juga terbukti berpengaruh positif dan signifikan terhadap *burnout*. Penelitian ini turut membuktikan bahwa *workplace locked-in* mampu memediasi secara parsial pengaruh *job insecurity* terhadap *burnou*t. Temuan tersebut menunjukkan bahwa rasa tidak aman terhadap pekerjaan dapat mendorong karyawan untuk bertahan secara terpaksa pada pekerjaan yang tidak lagi diinginkan sehingga meningkatkan risiko *burnout*. Secara teoretis, penelitian ini memperkuat *Conservation of Resources* (COR) *Theory* dalam menjelaskan mekanisme kehilangan sumber daya psikologis akibat ketidakamanan kerja.

Kata Kunci: *Burnout, Conservation of Resources Theory, Job Insecurity*, PLS-SEM, *Workplace Locked-In*

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ABSTRACT

This study aims to analyze and empirically examine the mediating role of workplace locked-in on the relationship between job insecurity and burnout among permanent employees in Jakarta. This study employed a quantitative approach using a survey method through online questionnaires distributed to 210 permanent employees in Jakarta who have financial dependents and a minimum of two years of work experience. Data were analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS software. The results indicate that job insecurity has a positive and significant effect on workplace locked-in and burnout. In addition, workplace locked-in was also found to have a positive and significant effect on burnout. Furthermore, this study proves that workplace locked-in partially mediates the relationship between job insecurity and burnout. These findings suggest that feelings of job insecurity may force employees to remain in undesired jobs, which subsequently increases the risk of burnout. Theoretically, this study strengthens the Conservation of Resources (COR) Theory in explaining the mechanism of psychological resource loss caused by job insecurity.

***Keywords**: Burnout, Conservation of Resources Theory, Job Insecurity, PLS-SEM, Workplace Locked-In*