

TABLE OF CONTENT

| | |
|--|-----------|
| AUTHORIZATION PAGE | ii |
| STATEMENT OF AUTHENTICITY | iii |
| PREFACE | iv |
| TABLE OF CONTENT | vi |
| LIST OF TABLES | ix |
| LIST OF FIGURES..... | x |
| LIST OF APPENDIX | xi |
| ABSTRACT | xii |
| INTISARI..... | xiii |
| CHAPTER I INTRODUCTION..... | 1 |
| 1.1. Research Background..... | 1 |
| 1.2. Problem Statement | 14 |
| 1.3. Research Questions | 15 |
| 1.4. Research Objective..... | 16 |
| 1.5. Research Contributions | 16 |
| 1.6. Research Scope | 17 |
| 1.7. Structure of the Thesis | 17 |
| CHAPTER II LITERATURE REVIEW | 19 |
| 2.1. Job Insecurity | 19 |
| 2.1.1. Characteristics of Job Insecurity | 19 |
| 2.1.2. Definitions of Job Insecurity | 20 |
| 2.1.3. Antecedents of Job Insecurity | 21 |
| 2.1.4. Types of Job Insecurity | 22 |
| 2.1.5. Consequences of Job Insecurity | 23 |
| 2.2. Job Satisfaction | 25 |
| 2.2.1. Definitions of Job Satisfaction | 25 |
| 2.2.2. Consequences of Job Satisfaction | 28 |
| 2.3. Organizational Citizenship Behavior | 31 |
| 2.3.1. Definitions of Organizational Citizenship Behavior | 31 |
| 2.3.2. Dimensionality of Organizational Citizenship Behavior | 33 |
| 2.3.3. The Effect of Organizational Citizenship Behavior | 35 |
| 2.4. Hypothesis Development | 37 |

| | |
|--|-----------|
| 2.4.1. Job Insecurity and Organizational Citizenship Behavior | 37 |
| 2.4.2. Job Satisfaction as the Mediator of the Influence of Job Insecurity on Organizational Citizenship Behavior | 38 |
| 2.5. Research Model..... | 40 |
| CHAPTER III RESEARCH METHODS | 41 |
| 3.1. Research Design..... | 41 |
| 3.2. Population and Sample..... | 41 |
| 3.3. Data Collection Method | 42 |
| 3.4. Operational Definition and Research Instruments | 43 |
| 3.4.1. Job Insecurity..... | 43 |
| 3.4.2. Job Satisfaction..... | 44 |
| 3.4.3. Organizational Citizenship Behavior | 44 |
| 3.5. Validity and Reliability Test | 44 |
| 3.5.1. Validity Test | 44 |
| 3.5.2. Reliability Test | 45 |
| 3.6. Data Analysis Method..... | 45 |
| 3.7. Case Profile | 47 |
| CHAPTER IV RESULT AND DISCUSSION..... | 50 |
| 4.1. Data Collection..... | 50 |
| 4.2. Profile of the Respondents | 51 |
| 4.3. Results of Instruments Test..... | 52 |
| 4.3.1. Results of Validity Test..... | 52 |
| 4.3.2. Results of Reliability Test | 53 |
| 4.4. Descriptive Statistics..... | 54 |
| 4.5. Inferential Statistics..... | 59 |
| 4.5.1. Correlation among Variables..... | 59 |
| 4.5.2. Hypothesis Testing | 60 |
| 4.6. Discussion | 62 |
| 4.6.1. Job Insecurity and Organizational Citizenship Behavior | 62 |
| 4.6.2. Job Satisfaction as the Mediator of the Influence of Job Insecurity on Organizational Citizenship Behavior | 66 |
| CHAPTER V CONCLUSION | 69 |
| 5.1. Conclusion..... | 69 |
| 5.2. Implication | 69 |

| | |
|--------------------------------------|-----------|
| 5.2.1. Theoretical Implication | 69 |
| 5.2.2. Managerial Implication | 70 |
| 5.3. Limitation of Research | 71 |
| 5.4. Recommendation..... | 72 |
| 5.4.1. For PT XYZ..... | 72 |
| 5.4.2. For Future Research | 73 |
| BIBLIOGRAPHY | 74 |

LIST OF TABLES

| | |
|---|----|
| Table 1.1 Oil and Gas Contribution to Indonesia's Economy | 9 |
| Table 1.2 Total Numbers of Employees in PT XYZ | 11 |
| Table 4.1 Response Rate..... | 50 |
| Table 4.2 Respondent Profile..... | 51 |
| Table 4.3 Result of Content Validity | 53 |
| Table 4.4 Result of Reliability Test | 53 |
| Table 4.5 Category and Interval..... | 54 |
| Table 4.6 Category and Research Variable Interval | 54 |
| Table 4.7 Descriptive Statistics..... | 55 |
| Table 4.8 The Proportion of Respondent's Answer for Job Insecurity..... | 56 |
| Table 4.9 The Proportion of Respondent's Answer for Job Satisfaction..... | 57 |
| Table 4.10 Correlation among Variables | 59 |
| Table 4.11 Results of Hierarchical Regression Analysis | 60 |
| Table 4.12 Summary of Hypothesis Testing..... | 62 |

LIST OF FIGURES

| | |
|--|----|
| Figure 1.1 Crude Oil Producers in Indonesia..... | 10 |
| Figure 2.1 Research Model | 40 |

LIST OF APPENDIX

| | |
|------------------|----|
| Appendix 1 | 81 |
| Appendix 2 | 85 |
| Appendix 3 | 92 |