



## **PERAN *JOB INSECURITY* DAN IKLIM ORGANISASI TERHADAP LOYALITAS PEGAWAI KONTRAK**

**Dyah Ayu Purwaningtyas<sup>1</sup>, Isaac Jogues Kiyok Sito Meiyanto<sup>2</sup>**  
Magister Psikologi, Fakultas Psikologi  
Universitas Gadjah Mada

### **Abstrak**

Penelitian ini diawali dengan munculnya permasalahan kontradiksi pada pegawai kontrak. Disatu sisi pegawai kontrak dituntut untuk loyal, namun disisi lain organisasi hanya memberikan status hubungan kerja yang sifatnya kontraktual. Tujuan penelitian ini untuk memahami bagaimana peran *job insecurity* dan iklim organisasi terhadap loyalitas pegawai kontrak. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik analisis regresi berganda, yang melibatkan 288 pegawai kontrak sektor kesehatan sebagai partisipan. Pengukuran dilaksanakan menggunakan skala loyalitas pegawai kontrak, skala *job insecurity*, dan skala iklim organisasi. Hasil penelitian ini menunjukkan bahwa iklim organisasi mampu berperan menentukan loyalitas pegawai kontrak ( $p=0,00$ ;  $p<0,05$ ), sedangkan *job insecurity* tidak dapat berperan menentukan loyalitas pegawai kontrak ( $p=0,82$ ;  $p>0,05$ ). Peran positif yang signifikan dari iklim organisasi terhadap loyalitas pegawai kontrak sebesar 25,8%. Berdasarkan analisis tambahan menggunakan *simple anova*, ditemukan terdapat perbedaan loyalitas pegawai kontrak yang signifikan berdasarkan jenis kelamin. Pegawai kontrak berjenis kelamin perempuan ditemukan memiliki loyalitas lebih baik dibandingkan pegawai laki-laki.

**Kata kunci:** *Iklim organisasi, job insecurity, loyalitas pegawai kontrak*



## THE ROLE OF JOB INSECURITY AND ORGANIZATIONAL CLIMATE TO CONTRACT EMPLOYEES LOYALTY

***Dyah Ayu Purwaningtyas<sup>1</sup>, Isaac Jogues Kiyok Sito Meiyanto<sup>2</sup>***

Master of Psychology, Faculty of Psychology  
Gadjah Mada University

### **Abstract**

This research begins with the contradiction problem in contract employees. On one side, contract employees are required to be loyal, but the organization only provides status of contractual work relationships. The purpose of this study to understand how the role of job insecurity and organizational climate on contract employees loyalty. This study uses a quantitative approach with multiple regression analysis, which involved 288 health sector contract employees as participants. Measurements were carried out using contract employees loyalty scale, job insecurity scale, and organizational climate scale. The results this study indicate that organizational climate able to influence the contract employees loyalty ( $p=0,000$ ;  $p<0,05$ ), while job insecurity unable to influence the contract employees loyalty ( $p=0,82$ ;  $p>0,05$ ). The significant positive role organizational climate on contract employees loyalty was 25,8%. Based on additional analysis using ANOVA, was found there were significant differences in contract employees loyalty by sex. Female employees are found to have better loyalty than male employees.

**Key words:** *Contract employees loyalty, job insecurity, organizational climate,*