

JOB INSECURITY AND WORKPLACE WELLBEING OF X UNIVERSITY CONTRACT WORKER : THE MODERATING ROLE OF PERCEIVED SUPERVISOR SUPPORT

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Abstract. *Contract worker's wellbeing in the education sector needs to be improved in the presence of dynamic and uncertain changes. University needs to adjust regulations related to the management of contract workers as well as the COVID-19 pandemic which has created a new crisis. Through this study, the researcher wanted to evaluate the wellbeing conditions of the X University's contract workers and the moderation effect of perceived superior support in the relationship between job insecurity and workplace wellbeing . The method of data collection was carried out through a survey of 205 contract worker of the X University. Hypothesis testing was carried out through moderated regression analysis. The hypothesis is accepted with evidence that perceptions of supervisor support moderate the role of job insecurity in workplace well-being. The effective contribution of perceived supervisor support in providing moderation was 21.7% ($p < 0.05$). The high of perceived supervisor support are able to provide employees with peace of mind from the negative effects of insecurity so that employees can find the true meaning of welfare.*

Keyword: *job insecurity, perceived supervisor support, workplace wellbeing*

PERAN KETIDAKAMANAN KERJA TERHADAP KESEJAHTERAAN DI TEMPAT KERJA DENGAN PERSEPSI DUKUNGAN ATASAN SEBAGAI MODERATOR PADA KARYAWAN KONTRAK UNIVERSITAS X

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Abstrak. Kebutuhan kesejahteraan karyawan kontrak dalam sektor pendidikan semakin meningkat dengan adanya perubahan yang dinamis dan tidak pasti. Kebutuhan untuk menyesuaikan regulasi terkait pengelolaan karyawan kontrak serta pandemi COVID-19 yang memunculkan krisis baru. Melalui penelitian ini, peneliti ingin mengungkapkan kondisi kesejahteraan karyawan kontrak Universitas X serta pengaruh ketidakamanan kerja yang dimoderasi persepsi dukungan atasan. Metode pengambilan data dilakukan melalui survey kepada 205 karyawan kontrak Universitas X. Uji hipotesis dilakukan melalui moderated regression analysis. Hipotesis penelitian diterima dengan bukti bahwa persepsi dukungan atasan memoderasi peran ketidakamanan kerja terhadap kesejahteraan di tempat kerja. Sumbangan efektif persepsi dukungan atasan dalam memberikan efek moderasi sebesar 21,7% ($p < 0,05$). Persepsi dukungan atasan yang tinggi mampu memberikan ketenangan karyawan dari efek negatif ketidakamanan kerja sehingga dapat para karyawan dapat menemukan makna kesejahteraan yang sesungguhnya.

Kata kunci: *kesejahteraan di tempat kerja, ketidakamanan kerja, persepsi dukungan atasan*