

Dalam situasi dan kondisi perekonomian yang berubah-ubah, perusahaan dituntut untuk bisa beradaptasi, baik dengan cara merger, restrukturisasi, perubahan kebijakan ataupun pengurangan tenaga kerja, ditambah lagi dengan semakin sulitnya mencari pekerjaan yang pada akhirnya dapat menimbulkan *job insecurity* pada karyawan. Hal tersebut dapat dijadikan perhatian perusahaan karena dengan adanya *job insecurity* yang tinggi dapat mempengaruhi kinerja karyawan serta mengurangi tingkat komitmen karyawan.

Penelitian ini bertujuan untuk menguji pengaruh *job insecurity* terhadap kinerja serta pengaruh mediasi komitmen organisasional antara *job insecurity* terhadap kinerja. Data diperoleh dengan menggunakan kuesioner kepada 40 responden karyawan Taman Wisata Purbasari Pancuran Mas. Teknik pengambilan sampel menggunakan metoda sensus. Data yang diperoleh dianalisis dengan menggunakan uji korelasi, uji regresi dan uji mediasi dengan software SPSS 22.

Hasil penelitian menunjukkan bahwa: (1) *job insecurity* berpengaruh negatif terhadap kinerja dan (2) komitmen organisasional memediasi penuh pengaruh hubungan antara *job insecurity* terhadap kinerja.

Kata kunci: Job insecurity, komitmen organisasional, kinerja

ABSTRACT

Economic situation that keeps changing from time to time requires companies to adapt with the options of merger, restructuring, policy changes or reduction in workforce, in addition to the difficulty in finding jobs that possibly lead to job insecurity. The issues should be company's concern due to high level of job insecurity will influence job performance and reduce employee's working commitment.

The purpose of this study is to investigate the influence of job insecurity towards job performance and the influence of organizational commitment as mediation variable between job insecurity and job performance.

This study was conducted in Taman Wisata Purbasari Pancuran Mas and data was collected by distributing questionnaire to 40 employee as respondents. Census method was selected for the sampling technique. Data was analyzed by using correlation, regression, and mediation test with Software SPSS 22.

The results show: (1) job insecurity has negative influence towards job performance and (2) organizational commitment fully mediates the relationship between job insecurity towards job performance.

Keyword: Job insecurity, organizational commitment, performance