

## Intisari

*Outsourcing* merupakan sistem kerja yang semakin banyak digunakan dalam berbagai organisasi. Tingginya angka pengangguran dan kondisi perekonomian di Indonesia mendorong fleksibilitas sistem kerja. Keluesan atau fleksibilitas sistem kerja membuka gerbang legalitas sistem kerja *outsourcing* yang dapat membantu pemerintah meningkatkan pertumbuhan ekonomi. Di sisi lain, pihak perusahaan juga turut diuntungkan dengan adanya sistem kerja ini. Namun, pekerja/buruh dalam sistem kerja *outsourcing* menjadi pihak yang terabaikan kesejahteraannya. Pekerja/ buruh harus menghadapi berbagai permasalahan, termasuk resiko ketidakpastian kerja. Penelitian ini dilakukan untuk mengetahui strategi pekerja untuk menghadapi ketidakpastian kerja dalam sistem kerja *outsourcing*.

Penelitian ini mengambil lokasi di Fakultas Ilmu Sosial dan Politik (ISIPOL) Universitas Gadjah Mada. Teori yang digunakan adalah teori tindakan rasional menurut Max Weber. Terdapat empat tipe tindakan rasionalitas, yaitu tindakan rasionalitas instrumental/ sarana-tujuan, tindakan rasionalitas nilai, tindakan afektif, dan tindakan tradisional.

Penelitian ini dilakukan menggunakan metode kualitatif deskriptif. Penentuan informan menggunakan teknik purposive sampling. Pengumpulan data dilakukan dengan teknik observasi dan wawancara. Kemudian analisis dilakukan dengan reduksi data, penyajian data, penarikan kesimpulan, serta memeriksa keabsahan data dengan triangulasi.

Hasil dari penelitian ini menunjukkan bahwa ada tiga strategi yang dimiliki pekerja untuk menghadapi ketidakpastian kerja. Pertama, strategi menunjukkan kinerja yang maksimal. Kedua, pemanfaatan jaringan sosial. Dan ketiga, memiliki sikap mental yang positif. Tindakan-tindakan yang dilakukan dalam strategi-strategi tersebut didominasi oleh rasionalitas instrumental dan rasionalitas nilai yang diyakini pekerja.

Kata kunci: *outsourcing*, strategi, ketidakpastian kerja, tindakan rasional

## **Abstract**

Outsourcing is a work system that is increasingly used in various organizations. The high unemployment rate and economic conditions in Indonesia push the flexibility of the work system. The work system's flexibility opens the gateway of the legality of outsourcing work system that can help governments to improve economic growth. On the other hand, the company also benefited from the existence of this work system. However, the worker / labor in the outsourcing work system becomes the one that be neglected his welfare. Workers / labors must face various problems, including the risk of job insecurity. This research was conducted to find out the worker's strategy to face job insecurity in outsourcing work system.

This research takes place at the Faculty of Social and Political Sciences (ISIPOL) Gadjah Mada University. The theory that used is the theory of rational action according to Max Weber. There are four types of rationality acts, namely instrumental rationalitas / means-goal acts, acts of value rationality, affective action, and traditional action.

This research was conducted using descriptive qualitative method. Determination of informant using purposive sampling technique. Data collection was done by observation and interview technique. Then the analysis is done by data reduction, data display, conclusion, and checking the validity of data with triangulation.

The results of this study show that there are three strategies that workers have for dealing with job insecurity. First, the strategy to shows maximum work performance. Second, the utilization of social networks. And third, have a positive metal attitude. The actions are done in these strategies are dominated by the instrumental rationality and value rationality that workers believe.

**Keywords:** outsourcing, strategy, job insecurity, rational action