

ABSTRAK

JOB INSECURITY DAN EMPLOYEE WELL-BEING: STUDI KORELASIONAL PADA KARYAWAN OUTSOURCING DI PERUSAHAAN UMUM DAERAH AIR MINUM KOTA PADANG

Penelitian ini bertujuan untuk mengetahui secara empirik apakah terdapat hubungan antara *Job Insecurity* dengan *Employee Well-Being* pada Karyawan *Outsourcing* di Perumda Air Minum Kota Padang. Alat ukur yang digunakan dalam penelitian ini adalah skala *Job Insecurity* dan skala *Employee Well-Being* menggunakan metode sampel jenuh untuk menentukan jumlah sampel. Karyawan yang digunakan sebagai sampel penelitian adalah 81 orang. Hasil koefisien validitas pada skala *Job Insecurity* dengan nilai *corrected item-total correlation* berkisar antara 0,425 sampai dengan 0,696, sedangkan koefisien reliabilitasnya sebesar 0,747. Hasil koefisien validitas pada skala *Employee Well-Being* dengan nilai *corrected item-total correlation* berkisar antara 0,329 sampai dengan 0,713, sedangkan koefisien reliabilitasnya sebesar 0,874. Berdasarkan analisis data, nilai korelasi -0,412 dengan tingkat signifikansi 0,000 diperoleh, yang berarti hipotesis diterima. Ini menunjukkan bahwa ada hubungan yang signifikan antara *Job Insecurity* dengan *Employee Well-Being* dengan arah negatif pada karyawan *outsourcing* Perumda Air Minum Kota Padang, artinya semakin tinggi *job insecurity* karyawan *outsourcing* Perumda Air Minum Kota Padang, maka semakin rendah *employee well-being* yang dimiliki oleh karyawan. Sebaliknya, semakin rendah *job insecurity* karyawan *outsourcing*, maka semakin tinggi *employee well-being* yang dimilikinya. Kontribusi efektif dari variabel *Job Insecurity* pada *Employee Well-Being* adalah sebesar 17%. Penelitian ini memberikan kontribusi penting dalam pemahaman dampak tingkat *job insecurity* terhadap *employee well-being* di lingkungan karyawan *outsourcing* Perumda Air Minum Kota Padang, serta memberikan dasar empiris yang kuat untuk pengembangan strategi manajemen sumber daya manusia yang lebih efektif di perusahaan tersebut.

Kata kunci: *job insecurity*, *employee well-being*, karyawan, *outsourcing*, perusahaan

ABSTRACT

JOB INSECURITY AND EMPLOYEE WELL-BEING: A CORRELATIONAL STUDY OF OUTSOURCING EMPLOYEES IN PERUSAHAAN UMUM DAERAH AIR MINUM KOTA PADANG

This research aims to determine empirically whether there is a relationship between Job Insecurity and Employee Well-Being among Outsourced Employees at Perumda Air Minum Padang City. The measuring instruments used in this research are the Job Insecurity scale and the Employee Well-Being scale using the saturated sample method to determine the sample size. The employees used as research samples were 81 people. The results of the validity coefficient on the Job Insecurity scale with corrected item-total correlation values range from 0.425 to 0.696, while the reliability coefficient is 0.747. The results of the validity coefficient on the Employee Well-Being scale with corrected item-total correlation values range from 0.329 to 0.713, while the reliability coefficient is 0.874. Based on data analysis, a correlation value of -0.412 with a significance level of 0.000 was obtained, which means the hypothesis was accepted. This shows that there is a significant relationship between Job Insecurity and Employee Well-Being with a negative direction for outsourced employees of Perumda Air Minum Kota Padang, meaning that the higher the job insecurity of outsourced employees of Perumda Air Minum Padang City, the lower the employee well-being that is owned by them. employee. Conversely, the lower the job insecurity of outsourcing employees, the higher the employee well-being they have. The effective contribution of the Job Insecurity variable to Employee Well-Being is 17%. This research provides an important contribution in understanding the impact of the level of job insecurity on employee well-being in the outsourced employee environment of Perumda Air Minum Kota Padang, as well as providing a strong empirical basis for the development of more effective human resource management strategies in this company.

Keywords: *job insecurity, employee well-being, employees, outsourcing, company*