

ABSTRAK

Ana Fitriani, 111314153011, Pengaruh *Job Insecurity* Terhadap *Organizational Citizenship Behavior* Dengan *Perceived Organizational Support* Sebagai Variabel Mediator Pada Karyawan Kontrak. Tesis, Magister Psikologi Profesi Universitas Airlangga Surabaya. 2015.

xvii+ 119 halaman, 37 lampiran.

Penelitian ini bertujuan untuk mengetahui pengaruh job insecurity terhadap organizational citizenship behavior dengan perceived organizational support sebagai variabel mediator pada karyawan kontrak di PT. Terminal Petikemas Makassar. Job insecurity adalah ketidakamanan yang dirasakan oleh seseorang mengenai kelanjutan pekerjaan dan aspek-aspek penting yang berkaitan dengan pekerjaan. POS adalah keyakinan karyawan mengenai sejauhmana organisasi menghargai kontribusi karyawan dan peduli terhadap kesejahteraan dirinya. OCB adalah kontribusi pekerja yang melebihi deksripsi kerja formal, yang dilakukan secara sukarela, tidak untuk kepentingan diri sendiri, dan memberikan kontribusi pada keefektifan organisasi.

Metode penelitian ini adalah metode penelitian kuantitatif. Subjek dalam penelitian ini adalah sebanyak 118 orang karyawawan degan status kontrak. Alat pengumpulan data yang digunakan dalam penelitian ini adalah Job Insecurity Questionnaire (JIQ), Survey of Perceived Organizational Support (SPOS), dan Kuesioner Organizational Citizenship Behavior (OCB) yang dikembangkan oleh Podsakoff. Analisis data dilakukan dengan teknik analisis jalur dengan menggunakan bantuan SPSS 16.00 for Windows.

Berdasarkan hasil analisis data, disimpulkan bahwa terdapat pengaruh langsung antara job insecurity terhadap OCB, namun POS terbukti tidak mampu memediasi job insecurity terhadap OCB.

Kata Kunci: *Job Insecurity, Organizational Citizenship Behavior (OCB), Perceived Organizational Support (POS)*

Daftar Pustaka, 82 (1984-2015)

ABSTRACT

Ana Fitriani, 111314153011, The Effect Of Job Insecurity To The Organizational Citizenship Behavior With Perceived Organizational Support As A Mediator Variabel On Contract Employee in PT. Terminal Petikemas Makassar. Tesis, Magister Psikologi Profesi Universitas Airlangga Surabaya. 2015. xvii+ 119 halaman, 37 lampiran.

The purpose of this study is to determine the effect of job insecurity to the organizational citizenship behavior with perceived organizational support as a mediator variabel on contract employee in PT. Terminal Petikemas Makassar. Job insecurity as the perceived threat of job loss and the worries related to that threat. POS refers to employee's perception concerning the extent to which the organization values their contribution and cares about their well-being. OCB is workers contribution who exceed the formal job description, voluntary and not for their interest, and give contribute to the effectiveness of organization.

The method of this study is quantitative research method. Subjects in this study were 118 contract employees. Data collection techniques in this study is Job Insecurity Questionnaire (JIQ), Survey of Perceived Organizational Support (SPOS), and Organizational Citizenship Behavior (OCB) questionnaire by Podsakoff. The data analysis using with path analysis through SPSS 16.00 for Windows.

The result showed there is direct effect of job insecurity on OCB and job insecurity is negatively related and significant to OCB, but POS not as mediating variable relationship between job insecurity and OCB.

Keywords: *Job Insecurity, Organizational Citizenship Behavior (OCB), Perceived Organizational Support (POS)*

Bibliography, 82 (1984-2015)