

ABSTRAK

Indah Safitri, 111711133011, Pengaruh *Psychological Contract* dan *Perceived Organizational Support* terhadap *Employee Safety Behavior* pada Karyawan di Indonesia, Skripsi Fakultas Psikologi Universitas Airlangga, 2021.

xvii + 88 halaman + 10 lampiran

Penelitian ini bertujuan untuk menguji pengaruh antara psychological contract dan perceived organizational support terhadap employee safety behavior pada karyawan saat pandemi Covid-19. Definisi psychological contract mengacu pada Rousseau (2000) dan menggunakan tiga tipe dari psychological contract yaitu relational, balance, dan transactional. Definisi perceived organizational support mengacu pada Eisenberger (1986) dan definisi employee safety behavior mengacu pada Griffin dan Neal (2000).

Jumlah sampel dalam penelitian ini sebanyak 218 orang karyawan di Indonesia. Data diperoleh menggunakan metode survei dengan skala Rousseau (2000) yang terdiri dari 22 aitem, skala perceived organizational support Eisenberger (1986) yang terdiri dari 8 aitem, dan skala employee safety behavior Griffin dan Neal (2000) yang terdiri dari 9 aitem. Teknik analisis data menggunakan aplikasi Jamovi 1.1.6.

Hasil penelitian menunjukkan bahwa psychological contract dan perceived organizational support memiliki pengaruh positif dan signifikan terhadap employee safety behavior ($p < 0,05$). Psychological contract mampu memprediksi employee safety behavior sebesar nilai slope 0,1522. Tiga tipe psychological contract juga mampu memprediksi employee safety behavior ($p < 0,05$). Tipe relational mampu memprediksi employee safety behavior sebesar 24,2%, tipe balance mampu memprediksi employee safety behavior sebesar 23,4%, dan tipe transactional mampu memprediksi employee safety behavior 2,03%. Kemudian untuk Perceived Organizational Support mampu memprediksi employee safety behavior sebesar nilai slope 0,0835. Kemudian dianalisis regresi secara bersamaan, psychological contract dan perceived organizational support mampu memprediksi employee safety behavior sebesar 27,9% dan berpengaruh secara signifikan.

Kata Kunci: *Psychological Contract, Perceived Organizational Support, Employee Safety Behavior, Covid-19, Karyawan.*

ABSTRACT

Indah Safitri, 111711133011, The Influences Psychological Contract and Perceived Organizational Support on Employee Safety Behavior among Employees, Undergraduate Thesis, Faculty of Psychology Universitas Airlangga Surabaya, 2021.

xvii + 88 pages + 10 appendixes

This study is conducted to examine the influences of psychological contract and perceived organizational support on employee safety behavior among employees during the Covid-19 pandemic. The definition of psychological contract refers to the explanation by Rousseau (2000) and using three types of psychological contracts namely relational, balance, and transactional. The definition of perceived organizational support refers to explanation by Eisenberger (1986) and the definition of employee safety behavior refers to explanation by Griffin and Neal (2000).

The number of samples in this study is 218 employees in Indonesia. The data are obtained by using survey methods by applying the scale from Rousseau (2000) which consists of 22 items, the perceived organizational scale from Eisenberger (1986) which consists of 8 items, and the employee safety behavior scale from Griffin and Neal (2000) which consists of 9 items. The data is analyzed by using Jamovi 1.1.6 application.

The results showed that psychological contract and perceived organizational support had a positive and significant effect on employee safety behavior ($p < 0,05$). The psychological contract is able to predict employee safety behavior as much as the slope value 0,1522. The three types of psychological contracts are also able to predict employee safety behavior ($p < 0,05$). Relational type is able to predict employee safety behavior by 24,2%, balance type is able to predict employee safety behavior by 23,4%, and transactional type is able to predict employee safety behavior by 2,03%. Then for perceived organizational support is able to predict employee safety behavior as much as the slope value 0,0835. When analyzed simultaneously, psychological contract and perceived organizational support are able to predict employee safety behavior by 27,9% and significantly influence.

Keywords: *Psychological Contract, Perceived Organizational Support, Employee Safety Behavior, Covid-19, Employees.*