

DAFTAR ISI

HALAMAN JUDUL	Error! Bookmark not defined.
HALAMAN PERNYATAAN PERSETUJUAN UJIAN SKRIPSI	ii
HALAMAN PENGESAHAN	iii
PERNYATAAN ORISINALITAS SKRIPSI	iv
KATA PENGANTAR.....	v
ABSTRAK.....	vii
ABSTRACT.....	viii
DAFTAR ISI	ix
DAFTAR GAMBAR.....	xiii
DAFTAR TABEL	xiv
BAB I.....	1
1.1 Latar Belakang	1
1.2 Rumusan Masalah	6
1.3 Tujuan Penelitian.....	7
1.4 Manfaat Penelitian.....	7
1.5 Sistematika Skripsi	8
BAB II	10
2.1 Landasan Teori.....	10
2.1.1 <i>Job Insecurity</i>	10
2.1.2 <i>Perceived Organisational Support</i>	12
2.1.3 <i>Affective Wellbeing</i>	13
2.2 Penelitian Terdahulu.....	18
2.2.1 Haar & Brougham (2020).....	18
2.2.2 Wilson <i>et al.</i> , (2020).....	19
2.2.3 Saquib <i>et al.</i> , (2020).....	20
2.3 Hubungan Antar Variabel	20

2.3.1 Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Anxiety</i> dan <i>Depression</i>	20
2.3.2 Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Perceived Organisational Support (POS) Climate</i>	23
2.3.3 Pengaruh <i>Perceived Organisational Support (POS) Climate</i> terhadap <i>Anxiety</i> dan <i>Depression</i>	24
2.3.4 <i>Perceived Organisational Support (POS) Climate</i> Memediasi Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Anxiety</i> dan <i>Depression</i>	26
2.4 Kerangka Konseptual.....	29
BAB III	30
3.1 Pendekatan Penelitian	30
3.2 Identifikasi Variabel	30
3.3 Definisi Operasional Variabel.....	31
3.3.1 <i>Job Insecurity</i>	31
3.3.2 <i>Perceived Organisational Support (POS)</i>	31
3.3.3 <i>Anxiety</i>	32
3.3.4 <i>Depression</i>	33
3.4 Jenis dan Sumber Data.....	34
3.4.1 Jenis Data.....	34
3.4.2 Sumber Data	34
3.5 Prosedur Penentuan Sampel dan Populasi	34
3.5.1 Populasi	34
3.5.2 Sampel.....	34
3.6 Prosedur Pengumpulan Data.....	35
3.7 Teknik Analisis	35
3.7.1 Uji Kualitas Data.....	35
3.7.2 Uji Asumsi Klasik	36
3.7.3 <i>Hierarchical Linear Modelling</i>	37
BAB IV	40
4.1 Gambaran Umum Objek Penelitian.....	40
4.1.1 Gambaran Umum PT Semen Indonesia Group Tbk	40
4.1.2 Struktur Organisasi PT Semen Indonesia Group Tbk (Pabrik Tuban) .	41

4.2 Karakteristik Responden.....	42
4.2.1 Karakteristik Responden Berdasarkan Jenis Kelamin	42
4.2.2 Karakteristik Responden Berdasarkan Usia	42
4.2.3 Karakteristik Responden Berdasarkan Tingkat Pendidikan	43
4.2.4 Karakteristik Responden Berdasarkan Masa Kerja	43
4.2.5 Karakteristik Responden Berdasarkan Divisi / Departemen	44
4.2.6 Karakteristik Responden Berdasarkan Tingkatan.....	45
4.3 Deskripsi Jawaban Responden	45
4.3.1 Deskripsi Jawaban Responden terhadap Variabel <i>Job Insecurity</i>	46
4.3.2 Deskripsi Jawaban Responden terhadap Variabel <i>Perceived Organisational Support (POS)</i>	48
4.3.3 Deskripsi Jawaban Responden terhadap Variabel <i>Anxiety</i>	49
4.3.4 Deskripsi Jawaban Responden terhadap Variabel <i>Depression</i>	51
4.4 Uji Validitas	53
4.5 Uji Realibilitas	55
4.6 Uji Asumsi Klasik	57
4.6.1 Uji Normalitas.....	57
4.6.2 Uji Multikolinearitas	58
4.6.3 Uji Heteroskedastisitas	59
4.7 <i>Hierarchical Linear Modelling Analysis</i>	60
4.7.1 Uji <i>Intraclass Correlation Coefficient</i>	61
4.8 Pengujian Hipotesis	62
4.8.1 Pengaruh <i>Job Insecurity</i> terhadap <i>Anxiety</i>	62
4.8.2 Pengaruh <i>Job Insecurity</i> terhadap <i>Depression</i>	63
4.8.3 Pengaruh <i>Job Insecurity</i> terhadap <i>Perceived Organisational Support (POS)</i>	63
4.8.4 Pengaruh <i>Perceived Organisational Support (POS)</i> terhadap <i>Anxiety</i> . 64	
4.8.5 Pengaruh <i>Perceived Organisational Support (POS)</i> terhadap <i>Depression</i>	64
4.8.6 Pengaruh <i>Job Insecurity</i> terhadap <i>Anxiety</i> yang dimediasi oleh <i>Perceived Organisational Support (POS)</i>	65

4.8.7 Pengaruh <i>Job Insecurity</i> terhadap <i>Depression</i> yang dimediasi oleh <i>Perceived Organisational Support (POS)</i>	66
4.9 Pembahasan Hipotesis	66
4.9.1 Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Anxiety</i>	66
4.9.2 Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Depression</i>	69
4.9.3 Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Perceived Organisational Support (POS) Climate</i>	71
4.9.4 Pengaruh <i>Perceived Organisational Support (POS) Climate</i> terhadap <i>Anxiety</i>	74
4.9.5 Pengaruh <i>Perceived Organisational Support (POS) Climate</i> terhadap <i>Depression</i>	76
4.9.6 Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Anxiety</i> yang Dimediasi oleh <i>Perceived Organisational Support (POS) Climate</i>	79
4.9.7 Pengaruh <i>Job Insecurity</i> Level Kelompok terhadap <i>Depression</i> yang Dimediasi oleh <i>Perceived Organisational Support (POS) Climate</i>	80
BAB V	83
5.1 Simpulan	83
5.2 Saran	84
5.2.1 Saran Bagi PT Semen Indonesia Group Tbk (Pabrik Tuban)	84
5.2.2 Saran Bagi Penelitian Selanjutnya	85
DAFTAR PUSTAKA	86
LAMPIRAN	93

DAFTAR GAMBAR

Gambar 2. 1 Kerangka Konseptual.....	29
Gambar 4. 1 Struktur Organisasi PT Semen Indonesia Group Tbk (Pabrik Tuban)	41
Gambar 4. 2 Hasil Uji Normal P-P Plot.....	57
Gambar 4. 3 Hasil Uji Normal P-P Plot.....	58

DAFTAR TABEL

Tabel 4.1 Karakteristik Responden Berdasarkan Jenis Kelamin	42
Tabel 4.2 Karakteristik Responden Berdasarkan Usia	42
Tabel 4.3 Karakteristik Responden Berdasarkan Tingkat Pendidikan	43
Tabel 4.4 Karakteristik Responden Berdasarkan Masa Kerja.....	43
Tabel 4.5 Karakteristik Responden Berdasarkan Divisi / Departemen	44
Tabel 4.6 Karakteristik Responden Berdasarkan Tingkatan.....	45
Tabel 4.7 Kategori <i>Mean</i> Jawaban Responden	46
Tabel 4.8 Deskripsi Variabel <i>Job Insecurity</i>	46
Tabel 4.9 Deskripsi Variabel <i>Perceived Organisational Support</i> (POS)	48
Tabel 4.10 Deskripsi Variabel <i>Anxiety</i>	49
Tabel 4.11 Deskripsi Variabel <i>Depression</i>	51
Tabel 4.12 Uji Validitas <i>Job Insecurity</i>	53
Tabel 4.13 Uji Validitas <i>Perceived Organisational Support</i> (POS).....	53
Tabel 4.14 Uji Validitas <i>Anxiety</i>	54
Tabel 4.15 Uji Validitas <i>Depression</i>	54
Tabel 4.16 Uji Reliabilitas <i>Job Insecurity</i>	55
Tabel 4.17 Uji Reliabilitas <i>Perceived Organisational Support</i> (POS).....	55
Tabel 4.18 Uji Reliabilitas <i>Anxiety</i>	56
Tabel 4.19 Uji Reliabilitas <i>Depression</i>	56
Tabel 4.20 Uji Multikolinearitas	58
Tabel 4.21 Uji Heteroskedastisitas	59

Tabel 4.22 Model 1	60
Tabel 4.23 Model 2	61
Tabel 4.24 Uji <i>Intraclass Correlation Coefficient</i>	61
Tabel 4.25 Nilai <i>Estimate Job Insecurity</i> terhadap <i>Anxiety</i>	62
Tabel 4.26 Nilai <i>Estimate Job Insecurity</i> terhadap <i>Depression</i>	63
Tabel 4.27 Nilai <i>Coefficients Job Insecurity</i> terhadap <i>Perceived Organisational Support (POS)</i>	63
Tabel 4.28 Nilai <i>Coefficients Perceived Organisational Support (POS)</i> terhadap <i>Anxiety</i>	64
Tabel 4.29 Nilai <i>Coefficients Perceived Organisational Support (POS)</i> terhadap <i>Depression</i>	65
Tabel 4.30 Nilai <i>Sobel Test</i>	65
Tabel 4.31 Nilai <i>Sobel Test</i>	66