

ABSTRAK

Adanya pandemi covid-19 tidak hanya berdampak pada individu, namun juga berdampak pada kelompok bahkan organisasi dan merugikan banyak sektor terutama pada sektor pekerja yang mengakibatkan pekerja mengalami kekhawatiran dalam melakukan pekerjaannya. Dengan *anxiety* dan *depression* untuk mengetahui perasaan pekerja akibat adanya pandemi covid-19. Penelitian ini bertujuan untuk menjelaskan bagaimana pengaruh *job insecurity* level kelompok terhadap *anxiety* dan *depression*; peran mediasi *perceived organizaional support climate* pada karyawan tetap PT Semen Indonesia Group Tbk (Pabrik Tuban). Responden yang digunakan dalam penelitian ini adalah karyawan tetap di PT Semen Indonesia Group Tbk sebanyak 165 responden. Penelitian ini menggunakan metode kuantitatif dengan teknik pengambilan sampel teknik sampel *purposive* menggunakan *Statistical Product and Service Solutions* (SPSS). Hasil pengujian menunjukkan bahwa terdapat pengaruh *job insecurity* terhadap *anxiety* dan *depression*, *job insecurity* terhadap *perceived organisational support*, serta *perceived organisational support* terhadap *anxiety* dan *depression*. Kemudian, diketahui hasil pengujian menunjukkan *perceived organizational support* dapat memediasi pengaruh antara *job insecurity* terhadap *anxiety* dan *depression*.

Kata kunci: *Job insecurity*, *perceived organizational support*, *anxiety*, *depression*, pandemi COVID-19, karyawan tetap, dan PT Semen Indonesia Group Tbk (Pabrik Tuban)

ABSTRACT

The existence of the covid-19 pandemic does not only affect individuals, but also affects groups and even organizations and harms many sectors, especially in the labor sector, which causes workers to experience anxiety in doing their work. With anxiety and depression to find out the feelings of workers due to the covid-19 pandemic. This study aims to explain how the effect of group-level job insecurity on anxiety and depression: the mediating role of perceived organizational climate support for permanent employees of PT Semen Indonesia Group Tbk (Tuban Factory). Respondents used in this study were 165 permanent employees at PT Semen Indonesia Group Tbk. This study uses quantitative methods with purposive sampling technique using Statistical Product and Service Solutions (SPSS). The test results show that there is an effect of job insecurity on anxiety and depression, job insecurity on perceived organizational support, and perceived organizational support against anxiety and depression. Then, it is known that the test results show that perceived organizational support mediate the effect of job insecurity on anxiety and depression.

Keywords: Job insecurity, perceived organizational support, anxiety, depression, COVID-19, permanent employees, and PT Semen Indonesia Group Tbk (Tuban Factory)