

ABSTRAK

Studi ini menguji pengaruh *job insecurity* terhadap *job performance* yang dimoderasi oleh *intrinsic motivation* dan *supervisor support* pada karyawan perusahaan kontraktor sipil di Surabaya. Pendekatan yang digunakan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif dengan menggunakan sampel sebanyak 125 responden dari 9 perusahaan kontraktor sipil di Surabaya. Untuk menguji pengaruh *job insecurity* terhadap *job performance* dengan menggunakan metode Regresi Linier Sederhana, dan *Moderated Regression Analysis* (MRA) untuk mengetahui apakah variabel *intrinsic motivation* dan *supervisor support* memoderasi hubungan antara *job insecurity* terhadap *job performance*. Pengolahan data penelitian ini dilakukan dengan menggunakan SPSS 25.0 untuk menguji variabel.

Hasil penelitian ini menunjukkan bahwa terdapat *job insecurity* memiliki pengaruh negatif signifikan terhadap *job performance*, dan *intrinsic motivation* tidak memiliki efek moderasi terhadap *job insecurity* dan *job performance* dikarenakan adanya hubungan yang tidak signifikan pada variabel tersebut. Akan tetapi, *supervisor support* memiliki efek moderasi terhadap *job insecurity* dan *job performance*.

Kata kunci: *Job insecurity, job performance, intrinsic motivation, supervisor support*

ABSTRACT

This study focuses on the job insecurity on job performance that is moderated by intrinsic motivation and supervisor support to employees of civil contractor companies in Surabaya. The approach used in this study is a quantitative approach using a sample of 125 respondents from 9 civil contractor companies in Surabaya. The relationship between moderating variables of job insecurity on job performance was analyzed using the Simple Linear Regression, and Moderated Regression Analysis (MRA) to determine whether intrinsic motivation and supervisor support variables moderate the relationship between job insecurity and job performance. The data processing of this research was carried out by using SPSS 25.0 to test the variables.

The results of this study indicate that job insecurity has a significant negative effect on job performance, it also was found that intrinsic motivation does not have a moderating effect on job insecurity and job performance because there are insignificant relationships on these variables. However, supervisor support has a moderating effect on job insecurity and job performance.

Keywords: *Job insecurity, job performance, intrinsic motivation, supervisor support*