

ABSTRAK

Berdasarkan UU no.13 tahun 2003 yang mengatur tentang ketenagakerjaan yang mengatur tentang penggunaan karyawan outsourcing bagi perusahaan tanpa membayar tunjangan-tunjangan. Perusahaan banyak menggunakan karyawan outsourcing untuk menunjang terkait pekerjaan dan mendapatkan fleksibilitas dalam hal tunjangan tersebut. Dengan kebijakan tersebut karyawan outsourcing mengkhawatirkan status aman pada pekerjaan mereka. *Perceived employment status* akan menjelaskan tentang kekhawatiran karyawan outsourcing tersebut. Serta adanya hubungan pekerja yang tidak biasa terjadi pada karyawan outsourcing, hal ini dibuktikan dengan *Triangular-Relationship* dimana karyawan outsourcing terikat dengan perusahaan klien dan juga perusahaan pemberi kerjanya. Hal tersebut menyebabkan timbulnya *commitment* dengan kedua perusahaan tersebut. Menurut *social identity theory* ada kemungkinan timbulnya diskriminasi pada status karyawan outsourcing tersebut karena terjadinya *inner-group* dan *outer group* pada perusahaan klien yang dilakukan oleh karyawan tetapnya. Sehingga diskriminasi tersebut akan menyebabkan *intention to quit* dari seorang karyawan outsourcing karena adanya hal negatif tersebut.

Tujuan dari penelitian ini adalah untuk mengetahui bagaimana pengaruh *perceived employment status similarity* terhadap *intention to quit* dengan peran mediasi *dual commitment*. Penelitian ini menggunakan metode kuantitatif dengan menggunakan *software* Smart PLS. responden penelitian merupakan karyawan outsourcing pada PT. XYZ dengan total 87 responden. Indikator penelitian berjumlah 35 indikator dengan menggunakan skala Likert 5 poin. Hasil *perceived employment status* memiliki pengaruh positif signifikan terhadap *dual commitment* dan memiliki pengaruh negatif signifikan terhadap *intention to quit*.

Kata kunci: *perceived employment status similarity, dual organizational commitment, intention to quit, outsourcing, PLS.*

ABSTRACT

Based on Constitution Number 13 year 2003 which governs about employment that governs the use of outsourcing employees for the company without paying allowances. Many companies use outsourcing employees to support work related and gain flexibility in regards to these benefits. With these policies outsourcing employees are worrying about safe status on their job. Perceived employment status will explain about those outsourcing employees concerns. As well as the presence of unusual worker relationships occurring in outsourcing employees, this is evidenced by the Triangular-Relationship where outsourcing employees are tied to the client's company as well as its employer company. This led to the emergence of commitment with both companies. According to social identity theory, there is a possibility of discrimination on the status of outsourcing employees because of the inner-group and outer group in the client company that is done by the standart employees. So that the discrimination will cause intention to quit from an outsourcing employee due to the negative.

The purpose of this research is to find out how perceived employment influences similarity status against intention to quit with the role of dual commitment mediation. This research uses quantitative methods using Smart PLS software. Research respondents are outsourcing employees of PT. XYZ with a total of 87 respondents. The research indicator amounted to 35 indicators using a Likert 5-point scale. Results perceived employment status has a significant positive influence on dual commitment and has a significant negative influence on intention to quit.

Keywords: *perceived employment status similarity, dual organizational commitment, intention to quit, outsourcing, PLS.*