

HUBUNGAN *JOB INSECURITY*, FAKTOR INTERNAL KARYAWAN, DAN FAKTOR INTERNAL ORGANISASI TERHADAP KINERJA KARYAWAN DI PT MANUFAKTUR PADA TAHUN 2023

Zafira Salsabila

Abstrak

Terdapat sistem rotasi kerja yang diberlakukan akibat penurunan jumlah karyawan. Hal tersebut menimbulkan stresor psikososial yang kemudian memunculkan gejala penurunan kinerja. Penelitian ini bertujuan mengetahui faktor-faktor yang berhubungan dengan kinerja karyawan di PT Manufaktur seperti *job insecurity*, faktor internal karyawan (motivasi kerja dan karakteristik individu) serta faktor internal organisasi (budaya dan iklim organisasi). Penelitian ini merupakan penelitian kuantitatif dengan desain studi *cross-sectional*. Pekerja di unit produksi PT Manufaktur menjadi populasi penelitian dengan total karyawan 411. Dengan menggunakan rumus Lemeshow uji hipotesis beda dua proporsi, didapatkan ukuran sampel minimal sebanyak 123 karyawan. Semua sampel dipilih menggunakan teknik *simple random sampling*. Pengambilan data dilakukan dengan menyebarkan angket tertulis kepada karyawan yang memenuhi kriteria sampel penelitian, yaitu karyawan tersebut hadir dan bersedia menjadi responden penelitian. Data dianalisis dengan menggunakan uji *chi-square*. Didapatkan hasil bahwa usia, jenis kelamin, tingkat pendidikan, dan lama masa kerja tidak berhubungan dengan kinerja karyawan. Sementara *job insecurity*, motivasi kerja, budaya organisasi, dan iklim organisasi memiliki hubungan yang signifikan dengan kinerja karyawan. Diperlukan media bantuan seperti kotak saran agar karyawan dapat berpartisipasi aktif dalam menerapkan pedoman yang berlaku serta mengungkapkan masukan atau kritik yang membangun.

Kata Kunci: Faktor Internal Karyawan, Faktor Internal Organisasi, *Job Insecurity*, Kinerja Karyawan

THE RELATIONSHIP OF JOB INSECURITY, INTERNAL INDIVIDUAL FACTORS, AND INTERNAL ORGANIZATIONAL FACTORS ON EMPLOYEE PERFORMANCE IN MANUFACTURING IN 2023

Zafira Salsabila

Abstract

Due to a decrease in the number of employees, there is a job rotation system. This creates psychosocial stressors which lead to the symptoms of decreased performance. This study aims to determine the factors associated with employee performance at PT Manufaktur, such as job insecurity, internal individual factors (work motivation and individual characteristics) and internal organizational factors (organizational culture and climate). This research was quantitative research with a cross-sectional study design. PT Manufaktur production workers became the study population with a total of 411 employees. By using Lemeshow's formula for the two proportions difference hypothesis test, a minimum sample size of 123 employees was obtained. All samples were selected using a simple random sampling technique. Data collection was conducted by distributing written questionnaires to employees who met the sample criteria. The chi-square test was used for data analysis. The results show that there is no significant relationship between age, sex, education level and work period with employee performance. However, job insecurity, work motivation, organizational culture and organizational climate have a significant relationship with employee performance. Suggestion boxes should be in place so that employees can actively participate in implementing applicable guidelines and expressing constructive input or criticism.

Keyword: Employee Performance, Internal Individual Factors, Internal Organizational Factors, Job Insecurity