

Identification of job insecurity, organizational commitment and job satisfaction

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Abstract

This study is a descriptive study, which aims to identify job insecurity, organizational commitment and job satisfaction. Job insecurity is an individual view of the situation of job insecurity that give rise to continuing work within an organization and cause individuals to feel powerless against the threat of a work situation. One of the effects of job insecurity is experiencing a decline in organizational commitment and job satisfaction is low. Organizational commitment is an attitude in which individuals do not leave the organization and get involved as members of the organization in achieving its objectives for organizational success. Job satisfaction is an expression of employee satisfaction on fulfillment of the needs and desires of individuals who obtained from his job.

The study involved as many as 87 employees of PT. X as research subjects. This study used convenience sampling method. Based on the analysis of data obtained picture of job insecurity employees that can be said to be relatively low (not high), the picture of organizational commitment ($M = 3.39$, $SD = 0.274$) can be said to be high and the picture of job satisfaction ($M = 3.34$, $SD = 1.386$) can be said to tend high. In this study, the intervention provided is positive thinking training. The purpose of this training is to establish a positive attitude so as to fit in and be ready for the changes that occur in an organizational environment.

Keywords: job insecurity, organizational commitment, job satisfaction