

Role of Job Insecurity and Organization-Based Self-Esteem In Predicting Affective Commitment (Studies on Permanent Employees and Contract Employees PT.X)

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Abstract

This study aims to determine whether job insecurity and OBSE can predict affective commitment. In addition, it is also to determine whether job insecurity can predict whether a stronger towards affective commitment on permanent employees than contract employees, and whether OBSE can predict stronger against affective commitment on permanent employees than contract employees. The number of samples in this study of 200 respondents, 100 permanent employees and 100 contract employees, using a sampling technique that is accidental sample. This research analysis method using multiple regression. The results showed that job insecurity can predict affective commitment (β : -0.514, $p < 0.01$). The more employees are worried about losing his job the less delighted to remain in the company. OBSE can predict affective commitment (β : 0.326, $p < 0.01$). The more employees feel valued, the more happy to remain in the company. Predictive value of job insecurity towards greater affective commitment on permanent employees (β : -0.557, $p < 0.01$) compared with contract employees (β : -0.490, $p < 0.01$). Worrying will lose their jobs in a more permanent employees contribute to the desire to remain in the company as compared with contract employees. OBSE predictive value of the affective commitment on contract employees (β : 0.408, $p < 0.01$) more involved than permanent employees (β : 0.256, $p < 0.01$). Taste valued by the company at more contract employees contribute to the Desire to remain in the company than permanent employees.

Keywords: Job Insecurity, Organization-Based Self-Esteem (OBSE), Affective Commitment, Employee Permanent and Contract Employees.