

The Role of Quality of Work Life, Job Insecurity and Psychological Capital on Employee Performance PT. XY

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Abstract

The study was conducted to see the picture quality of working life of employees, and whether aspects of quality of work life, Job Insecurity and Psychological Capital on Task performance. Design research with quantitative approach and using convenience sampling consisting of 105 participants at a company FMCG. The data analysis consisted of test requirements that normality test, linearity and data description of each variable and test hypotheses through a linear regression analysis and multiple regression. Results showed that the role of the quality of work life ($R = 0.509$, $p = 0.000$), Job Insecurity ($R = 0.735$, $p = 0.000$) and Psychological Capital ($R = 0.296$, $p = 0.000$) on the performance, either separately or collectively same. To obtain improved performance, organizations need to develop performance assessment framework implementation involves the role of the organization so that it can create a situation that supports each employee in order to provide optimal results.

Keywords: *Quality of Work Life, Job Insecurity, Psychology Capital and Task Performance*