

ABSTRACT

Role Ambiguity Mediates the Relationship between *Organizational Communication* and *Job Insecurity*

Ditri Delianti
P. Tommy Y.S. Suyasa
Tarumanagara University

We examined the function of role ambiguity as a mediator between organizational communication and job insecurity. Organizational communication as independent variable, refers to employee perceptions of the quantity of strategic information of the company, the quantity of interaction from management to employees (downward) as well as from employees to management (upward), and the employees satisfaction of communication that tied with management. Job insecurity as dependent variable is conceived as an overall concern about the continued existence of the job in the future. The mediator variable, role ambiguity occurs when an individual does not know his or her responsibilities and goals for the job. Participants of this study were employees of PT. XYZ (manufacturing of home appliances) (n = 123), collected through a convenience sampling technique. This study is a non-experimental research method through the method of multiple regression analysis and Non-Parametric Statistics. The result revealed Job insecurity is partially mediating between organizational communication to rasa job insecurity. With role ambiguity as the mediator variable, the correlation between organizational communication and job insecurity becomes lower ($\beta = -0384$, $p < 0.05$). Theoretical and practical implication of role ambiguity function as a partial mediator between organizational communication with job insecurity are discussed.

Keywords : Job insecurity, organizational communication, role ambiguity