

# Hubungan antara Job Insecurity dan Komitmen Organisasi pada Guru Honorer Sekolah Dasar Negeri di Depok = The Correlation between Job Insecurity and Organizational Commitment among Honorarium Public Elementary School Teacher in Depok

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## Abstrak

Penelitian ini dilakukan untuk mengetahui hubungan antara job insecurity dan komitmen organisasi pada guru honorer Sekolah Dasar Negeri di Depok. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif melalui skala sikap. Pengukuran Job Insecurity menggunakan alat ukur Job Insecurity Scale (Ashford, Lee & Bobko, 1989) yang diadaptasi oleh Maulana (2012) dan pengukuran komitmen organisasi menggunakan alat ukur organizational Commitment Questionnaire (Meyer & Allen, 1997) yang telah diadaptasi oleh Fathlistya (2008). Partisipan dalam penelitian ini berjumlah 105 orang guru honorer Sekolah Dasar Negeri di Depok.

Hasil dari penelitian ini menunjukkan bahwa terdapat hubungan yang bersifat negatif signifikan di antara kedua variabel tersebut, yang berarti penurunan job insecurity akan diikuti oleh peningkatan pada komitmen organisasi, dan berlaku sebaliknya.

.....This research was conducted to find the relationship between job insecurity and organizational commitment among honorarium public elementary school teacher in Depok. This research used quantitative approach by collecting data through attitude scales. Job Insecurity was measured by Job Insecurity Scale (Ashford, Lee & Bobko, 1989), which had been adapted by Maulana (2012) and Organizational Commitment was measured by Organizational Commitment Questionnaire (Meyer & Allen, 1997), which had been adapted by Fathlistya (2008). The participants of this research were 105 honorarium public elementary school teacher in Depok.

The result showed that job insecurity had correlated significantly with organizational commitment and the relationship showed a negative effect, which meant that increasing in job insecurity would be followed by decreasing in organizational commitment and vice versa.