

Hubungan antara Job Insecurity dan Counter Productive Work Behavior: Peran Moderasi Psychological Capital = The Relationship between Job Insecurity and Counter productive Work Behavior: Psychological Capital as a Moderator

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Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara job insecurity dan CWB dengan peran moderasi psychological capital. Alat ukur yang digunakan untuk mengukur tingkat job insecurity yaitu Job Insecurity Questionnaire (De Witte, 2000). Kemudian, pengukuran CWB menggunakan alat ukur CWB dari Spector (2006) dan Psychological Capital dengan alat PCQ-24 (Luthans, 2006). Sampel penelitian merupakan 103 karyawan dari berbagai bidang pekerjaan yang didapatkan melalui metode convenience sampling, yaitu survey secara online. Hasil analisis menunjukkan bahwa tidak ditemukan peran moderasi yang signifikan oleh psychological capital pada hubungan antara job insecurity dan CWB ($b_{int} = -.02$, $t = -1.77$, $p > 0.05$, $CI = 0.05 \ 0.003$). Peran psychological capital yang tidak signifikan diperkirakan terjadi karena karakteristik sampel dengan tingkat job insecurity yang rendah sehingga dinamika variabel tidak tergambarkan. Penelitian selanjutnya dapat menggunakan sampel yang lebih spesifik sehingga fenomena dapat dibuktikan. Limitasi lain juga didiskusikan pada penelitian ini.

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This research aims to understand the relationship between job insecurity and CWB through the moderating role of psychological capital. Job insecurity levels were measured with Job Insecurity Questionnaire (De Witte, 2000). CWB measurement tool by Spector et al (2006) was used to measure CWB and PCQ-24, a tool to measure psychological capital by Luthans et al (2006), was also used. The sample of this study was 103 workers coming from various work industry, obtained from convenience sampling by online survey. Results show that psychological capital was not found to moderate the relationship between job insecurity and CWB significantly ($b_{int} = -.02$, $t = -1.77$, $p > 0.05$, $CI = -0.05 \ 0.003$). Insignificant moderator role of psychological capital might be caused by low level of job insecurity found in the sample of this study which in turn cannot predict changes in variables. Further research can use sample with specific level of job insecurity to validate different results. Other limitations are also discussed in this research.