

# Peran grit sebagai moderator dalam hubungan antara job insecurity dan work engagement di masa pandemi COVID-19 = The role of grit as a moderator in the relationship between job insecurity and work engagement in the COVID-19 pandemic situation

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## Abstrak

Pandemi COVID-19 berdampak besar pada meningkatnya jumlah PHK pada karyawan dan kebijakan rasionalisasi lainnya, hal tersebut mungkin dapat memengaruhi tingkat ketidakamanan kerja (job insecurity), kegigihan (grit), dan keterikatan kerja pada karyawan (work engagement). Karyawan milenial menjadi generasi yang paling terdampak dari adanya situasi tersebut. Oleh karena itu, penelitian ini dilakukan untuk mengetahui apakah terdapat peran dari grit dalam memoderasi hubungan antara job insecurity dan work engagement pada karyawan milenial di Indonesia. Grit dinilai dapat menjadi kunci kesuksesan seseorang dan merupakan faktor internal yang memengaruhi job insecurity dan work engagement karyawan. Partisipan direkrut secara daring dan melibatkan 222 karyawan yang memenuhi karakteristik penelitian, yaitu; karyawan milenial berusia 20-38 tahun, memiliki pengalaman bekerja minimal 1 tahun di tempat kerjanya saat ini, dan sedang mengalami kebijakan rasionalisasi. Alat ukur yang digunakan untuk mengukur ketiga variabel ini adalah Utrecht Work Engagement Scale 9 Item (Schaufeli, dkk, 2006), Job Insecurity Scale (Pienaar, 2013), dan Short Grit Scale (Duckworth & Quinn, 2009). Hasil utama penelitian ini menunjukkan bahwa grit tidak memoderasi hubungan antara job insecurity dan work engagement. Hal ini mungkin disebabkan oleh faktor lain selain grit. Kemudian, mayoritas partisipan ini memiliki nilai job insecurity yang rendah, work engagement yang tinggi, dan grit yang tinggi. Penelitian ini juga menunjukkan job insecurity berkorelasi secara negatif dan signifikan dengan work engagement, dan grit berkorelasi secara positif dan signifikan dengan work engagement. Sementara job insecurity tidak berkorelasi secara signifikan dengan grit.

.....The COVID-19 pandemic has a major impact on increasing the number of employee layoffs and other rationalization policies, this may affect the level of job insecurity, grit, and work engagement on employees. Millennial employees are the most affected generation that affected by this situation. This research was conducted to find out whether there is a role of grit in moderating the relationship between job insecurity and work engagement among millennial employees in Indonesia. Grit is considered to be the key to a person's success and is an internal factor that affects job insecurity and employee work engagement. Participants were recruited online and involved 222 employees who met the research characteristics, that is; millennial employees at aged 20-38 years, having at least 1 year of work experience at their current job, and undergoing a rationalization policy. The measuring instrument that are used to measure these variables are Utrecht Work Engagement Scale 9 Item (Schaufeli, et al, 2006), Job Insecurity Scale (Pienaar, 2013), and Short Grit Scale (Duckworth & Quinn, 2009). The main results of this research showed that grit did not moderate the relationship between job insecurity and work engagement. This could be due to other factors besides of grit. Furthermore, the majority of these participants had low job insecurity, high work engagement, and high grit of scores. This study also showed that job insecurity was significantly negatively correlated with work engagement, and grit was significantly positively correlated with work engagement.

Meanwhile, job insecurity was not significantly correlated with grit.