

## Hubungan Kohesi Sosial Terhadap Perceived Job Insecurity Pekerja Pada Perusahaan Swasta = Relation Between Social Cohesion And Job Insecurity Among Private Workers

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### Abstrak

Merebaknya ekonomi digital yang berlangsung bersamaan dengan pandemic COVID-19, memicu ancaman job insecurity di kalangan para pekerja swasta. Penelitian sebelumnya yang menjelaskan terkait tentang job insecurity mengaitkan itu dengan komitmen kerja, struktur organisasi, partisipasi pekerja, turnover, serta perilaku pekerja tersebut. Studi-studi sebelumnya, lebih banyak melihat job insecurity secara objective. Studi terdahulu dengan metode kuantitatif dan membahas job insecurity, lebih banyak menggunakan indikator objective job insecurity. Maka dari itu, penelitian ini ingin mencoba untuk melihat job insecurity secara subjective atau perceived pada pekerja perusahaan swasta dikaitkan dengan kohesi sosial pekerja dengan kelompok, team ataupun divisi tempatnya bekerja. Kohesi sosial dipercaya dapat menjembatani job insecurity yang dirasakan pekerja karena pekerja merasa ada dukungan dari lingkungan sekitar. Oleh karena itu, studi ini membahas hubungan antara tingkat kohesi sosial dengan tingkat perceived job insecurity. Pendekatan yang digunakan dalam penelitian ini adalah pendekatan kuantitatif, yang dilakukan dengan menyebar kuesioner pada media sosial. Hasil penelitian menunjukkan bahwa terdapat hubungan antara tingkat kohesi sosial dengan tingkat perceived job insecurity pada pekerja di perusahaan swasta.

.....The spread of the digital economy which took place simultaneously with the COVID-19 pandemic, triggered the threat of job insecurity among private workers. Previous research describing job insecurity related to work commitment, organizational structure, employee participation, turnover, and employee behaviour. Previous studies, more looking at job insecurity objectively. Previous studies using quantitative methods and discussed job insecurity, used more objective job insecurity indicators. Therefore, this study wants to try to see whether job insecurity is subjective or perceived in private company workers associated with the social cohesion of workers with the group, team or division where they work. Social cohesion is believed to bridge the job insecurity felt by workers because workers feel there is support from the surrounding environment. Therefore, this study discusses the relationship between the level of social cohesion and the level of perceived job insecurity. The approach used in this research is a quantitative approach, which is done by distributing questionnaires on social media. The results showed that there was a relationship between the level of social cohesion and the level of perceived job insecurity in workers in private companies.