

ABSTRACT

This study aims to determine the effect of job insecurity, compensation and COVID-19 health protocols on employee mediating variable for PT Panggung Jaya Indah Textile employees. The method used in this research is quantitative research with associative approach. The population in this study were permanent employees of PT Panggung Jaya Indah Textile . The research sample was 235 permanent employees with a sampling technique using purposive sampling. The results showed that there was a negative and significant effect of job insecurity on work motivation. There is a positive and significant effect of compensation and Covid-19 health protocols on work motivation. There is a negative and significant effect of job insecurity on employee performance. There is a positive and significant effect of compensation and Covid-19 health protocols on employee performance.

Keyword: job insecurity, compensation, covid-19 health protocol, work motivation, employee performance



ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh *Job Insecurity*, Kompensasi dan Protokol Kesehatan COVID terhadap Motivasi Kerja dan Dampaknya terhadap Kinerja Karyawan PT. Panggung Jaya Indah Textile . Metode yang digunakan dalam penelitian ini adalah penelitian kuantitatif dengan pendekatan asosiatif. Populasi dalam penelitian ini adalah karyawan tetap PT Panggung Jaya Indah Textile . Sampel penelitian sebanyak 235 orang karyawan tetap dengan teknik sampling menggunakan *purposive sampling*. Hasil penelitian menunjukkan bahwa terdapat pengaruh negatif dan signifikan *job insecurity* terhadap motivasi kerja. Terdapat pengaruh positif dan signifikan kompensasi dan protokol kesehatan covid-19 terhadap motivasi kerja. Terdapat pengaruh negatif dan signifikan *job insecurity* terhadap kinerja karyawan. Terdapat pengaruh positif dan signifikan kompensasi dan protokol kesehatan covid-19 terhadap kinerja karyawan.

Kata Kunci: *job insecurity*, kompensasi, protokol kesehatan covid-19, motivasi kerja, kinerja karyawan

