

***JOB INSECURITIES, WORK ENGAGEMENT AND THE EFFECT
ON OUTSOURCING EMPLOYEES***

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ABSTRACT

This study was to investigate the effect of job insecurities and work engagement on contract employees in organization. Data were gathered from fast food restaurant contract employees in Depok. The Job Insecurities scale and Utrecht Work Engagement Scale were used as measuring instruments. Job insecurities has positive and negative effect on work engagement of contract employees.

Keywords : job insecurity, work engagement, outsourcing employees

PENGARUH *JOB INSECURITIES* TERHADAP *WORK ENGAGEMENT* PADA KARYAWAN *OUTSOURCING*

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ABSTRAK

Penelitian ini dilakukan untuk mengetahui apakah *job insecurity* yang dirasakan oleh karyawan *outsourcing* dalam suatu organisasi mempengaruhi *work engagement* masing-masing. Pengambilan data dilakukan di salah satu restoran cepat saji di daerah Depok. Alat ukur yang digunakan untuk mengukur *job insecurity* adalah *Job Insecurity Scale* sedangkan untuk *work engagement* menggunakan alat ukur *Utrecht Work Engagement Scale*. Hasil penelitian menunjukkan bahwa *job insecurity* memiliki pengaruh positif dan negative terhadap *work engagement* pada karyawan *outsourcing*.

Kata kunci : *job insecurity*, *work engagement*, karyawan *outsourcing*