

# JOB INSECURITY AS MEDIATING :THE RELATION BETWEEN PSYCHOLOGICAL CAPITAL AND BURNOUT

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## ABSTRACT

The study contributes to the understanding of the mediating effect of job insecurity as stressor for the relation between psychological capital and burnout. Data were collected for a sample of 314 employees from manufacturing company in Tangerang-Indonesia. Data were collected through three measuring tools, namely Job Insecurity Scale by De Witte (2000), Implicit Psychological Capital Questionnaire (IPCQ) by Harms, Krasikova & Luthans (2018) and Maslach Burnout Inventory (MBI-GS) by Maslach and Jackson (1986). Hypotheses were tested using PROCESS V.3.0 for mediating regression analysis model no. 4, with burnout as a dependent variabel. The results indicate that job insecurity does not act as a mediator in the relationship between psychological capital and burnout. But in this study got other results were obtained, namely job insecurity with burnout, and also the relationship of each dimension of the research variables studied in this study.

**Keywords:** *job insecurity, psychological capital, burnout, employee*



# JOB INSECURITY SEBAGAI MEDIATOR HUBUNGAN ANTARA PSYCHOLOGICAL CAPITAL DENGAN BURNOUT

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## ABSTRAK

Studi ini berkontribusi pada pemahaman tentang efek mediasi dari *job insecurity* sebagai penekan untuk hubungan antara *psychological capital* dan *burnout*. Data dikumpulkan untuk sampel 314 karyawan dari perusahaan manufaktur di Tangerang-Indonesia. Data dikumpulkan melalui tiga alat ukur, yaitu Job Insecurity Scale oleh De Witte (2000), Implisit Psychological Capital Questionnaire (IPCQ) oleh Harms, Krasikova & Luthans (2018) dan Maslach Burnout Inventory (MBI-GS) oleh Maslach dan Jackson (1986). Hipotesis diuji menggunakan model no. 4 PROCESS V.3.0 for mediating regression analysis dengan *burnout* sebagai variabel dependen. Hasil menunjukkan bahwa *job insecurity* tidak berperan sebagai mediator pada hubungan antara *psychological capital* dengan *burnout*. Namun pada penelitian ini didapatkan hasil lainnya yaitu *job insecurity* dengan *burnout*, dan juga hubungan dari setiap dimensi variabel-variabel penelitian yang diteliti pada penelitian ini.

**Kata kunci :** *job Insecurity, psychological capital, burnout, karyawan*

