

ABSTRACT

THE EFFECT OF JOB INSECURITY AND ORGANIZATIONAL SUPPORT ON JOB SATISFACTION (Study on Cleaning Staff of Banjar City Environmental Service)

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There is an imbalance between the compensation given and the workload received. This condition can indicate that the company's support for employee contributions is still less than optimal, so it has the potential to reduce job satisfaction. This shows the cause of low employee job satisfaction at Banjar City Environmental Service. The purpose of the study was to determine and analyze the Effect of Job Insecurity and Organizational Support on Job Satisfaction (Case Study on Cleaning Staff of Banjar City Environmental Service). The research method used was a survey research method. The research sample (N) taken was 48 people. The data analysis tools used were path analysis, coefficient of determination and hypothesis testing. The results of the study show that Job Insecurity has very high assessment criteria. Organizational Support has good assessment criteria. Job Satisfaction has very high assessment criteria. Job Insecurity has an effect on Job Satisfaction, Organizational Support has no effect on Job Satisfaction.

Keywords: Job Insecurity, Organizational Support, Job Satisfaction

ABSTRAK

PENGARUH *JOB INSECURITY* DAN *ORGANIZATIONAL SUPPORT* TERHADAP KEPUASAN KERJA (Studi Pada Petugas Kebersihan Dinas Lingkungan Hidup Kota Banjar)

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Tujuan penelitian ini untuk mengetahui dan menganalisis *Job Insecurity*, *Organizational Support* dan Kepuasan Kerja serta pengaruh *Job Insecurity*, *Organizational Support* terhadap Kepuasan Kerja pada petugas kebersihan Dinas Lingkungan Hidup Kota Banjar. Metode penelitian yang digunakan adalah metode survei, sedangkan penarikan sampel menggunakan metode *non probability sampling* menggunakan full sampling atau sampel jenuh. Teknik pengumpulan data yang digunakan untuk data primer melalui kuesioner dan wawancara. Alat analisis menggunakan analisis jalur. Hasil penelitian menunjukkan bahwa dalam *Job Insecurity* memiliki klasifikasi sangat tinggi, *Organizational Support* memiliki klasifikasi tinggi, serta Kepuasan Kerja memiliki klasifikasi sangat tinggi. Secara simultan *Job Insecurity*, *Organizational Support* berpengaruh terhadap kepuasan kerja. Secara parsial *Job Insecurity* berpengaruh negatif terhadap kepuasan kerja dan *Organizational Support* berpengaruh terhadap kepuasan kerja.

Kata kunci: *Job Insecurity*, *Organizational Support*, Kepuasan Kerja