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Pengaruh Ketidakamanan Kerja terhadap Kesejahteraan Psikologis Pekerja pada Karyawan PT. Idec Abadi Wood Industries Tarakan

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ABSTRACT

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This study aims to determine the effect of job insecurity on the psychological well-being of PT employees. Idec Abadi Wood Industries Tarakan. This research uses a quantitative approach with a research sample of 130 PT employees. Idec Abadi Wood Industries Tarakan and used simple random sampling techniques. The data collection method used is a scale of job insecurity and workers' psychological well-being. The data analysis technique used in this research is simple linear regression and the results obtained are $F = 0.000 < 0.005$, which means that there is an influence of job insecurity on the psychological well-being of workers at PT employees. Idec Abadi Wood Industries Tarakan. The r square value is 0.548, which means that the influence of job insecurity on workers' psychological well-being is 54.8%. Job insecurity plays an important role in the psychological well-being of PT employees. Idec Abadi Wood Industries Tarakan. The practical implication of this research is that PT. Idec Abadi Wood Industries Tarakan must pay attention to indicators that trigger employee job insecurity to determine appropriate interventions to reduce the level of job insecurity and maintain and even improve the psychological well-being of PT employees. Idec Abadi Wood Industries Tarakan.

ABSTRAK
Penelitian ini bertujuan untuk mengetahui pengaruh ketidakamanan kerja terhadap kesejahteraan psikologis pekerja pada karyawan PT. Idec Abadi Wood Industries Tarakan. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel penelitian sebanyak 130 karyawan PT. Idec Abadi Wood Industries Tarakan dan menggunakan teknik simple random sampling. Metode pengumpulan data yang digunakan adalah skala ketidakamanan kerja dan kesejahteraan psikologis pekerja. Teknik analisis data yang digunakan dalam penelitian ini adalah regresi linear sederhana dan diperoleh hasil $F = 0.000 < 0.005$ yang artinya terdapat pengaruh ketidakamanan kerja terhadap kesejahteraan psikologis pekerja pada karyawan PT. Idec Abadi Wood Industries Tarakan. Nilai r square sebesar 0,548 yang artinya pengaruh ketidakamanan kerja terhadap kesejahteraan psikologis pekerja adalah sebesar 54,8%. Ketidakamanan kerja memiliki peran yang cukup penting bagi kesejahteraan psikologis karyawan PT. Idec Abadi Wood Industries Tarakan. Implikasi praktis penelitian ini yaitu PT. Idec Abadi Wood Industries Tarakan harus memperhatikan indikator-indikator pemicu ketidakamanan kerja para karyawan untuk menentukan intervensi yang tepat guna menurunkan tingkat ketidakamanan kerja dan mempertahankan bahkan meningkatkan kesejahteraan psikologis para karyawan PT. Idec Abadi Wood Industries Tarakan.

Kata Kunci
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