# HUBUNGAN *SELF ESTEEM* DAN *JOB INSECURITY* PADA KARYAWAN *OUTSOURCING*

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ABSTRAK

Penelitian ini dilakukan dengan tujuan untuk menguji hubungan antara *self esteem* dan *job insecurity* pada karyawan *outsourcing*. Hipotesis dalam penelitian ini yakni terdapat hubungan yang negatif dan signifikan antara *self esteem* dan *job insecurity*. Responden dalam penelitian ini adalah karyawan *outsourcing* sebanyak 211 orang. Alat pengumpulan data yang digunakan adalah skala *Rosenberg Self Esteem Scale* (RSES) milik Rosenberg (1965) (α = 0,745) dan skala *Job Insecurity Scale* (JIS) milik De Witte (2000) (α = 0,723). Hasil uji asumsi menunjukkan bahwa data tidak memenuhi syarat normalitas, yakni *self esteem* dengan skor p = 0,000 dan *job insecurity* dengan skor p = 0,000. Namun memenuhi syarat linearitas dengan skor p = 0.000. Oleh karena itu, analisis data dilakukan dengan menggunakan *Spearman's rho*. Hasil penelitian menunjukkan bahwa terdapat hubungan yang negatif dan signifikan antara *self esteem* dan *job insecurity* (r = -0,246; p = 0,000), *self esteem* positif dan *job insecurity* (r = -0,237; p = 0,000), *self esteem* negatif dan *job insecurity* (r = -0,169; p = 0,007). Hal ini menunjukkan bahwa semakin tinggi *self esteem* maka semakin rendah *job insecurity* pada karyawan *outsourcing*.

Kata kunci: *Self Esteem*, *Job Insecurity*, Karyawan *Outsourcing*
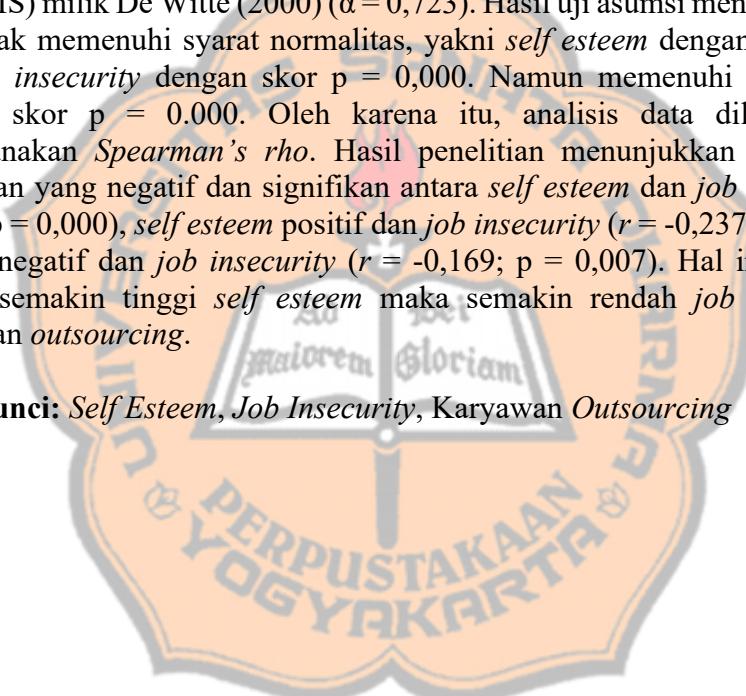
RELATIONS BETWEEN SELF-ESTEEM AND JOB INSECURITY IN OUTSOURCING EMPLOYEES

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ABSTRACT

This research is focused on examining the relationship between self-esteem and job insecurity in outsourcing employees. The hypothesis of this research is the existence of a negative and significant relationship between self-esteem and job insecurity. There are 211 respondents in this study who are outsourcing employees. In order to collect the data, the researcher uses Rosenberg Self-Esteem Scale (RSES) owned by Rosenberg (1965) ($\alpha = 0.745$) and Job Insecurity Scale (JIS) owned by De Witte (2000) ($\alpha = 0.723$). The assumption test results indicate that the data are not fulfilled the normality requirements, self-esteem with a score of $p = 0.000$, and job insecurity with a score of $p = 0,000$. While the linearity requirement is fulfilled with a score of $p = 0,000$. Therefore, the approach for analyzing this research uses correlation technique Spearman's rho. The results shows that there are a negative and significant relationship between self-esteem and job insecurity ($r = -0,246$; $p = 0,000$), positive self-esteem and job insecurity ($r = -0,237$; $p = 0,000$), negative self-esteem and job insecurity ($r = -0,169$; $p = 0,007$). This shows that the higher the self-esteem, the lower the job insecurity of outsourcing employees.

Keywords: Self-Esteem, Job Insecurity, Outsourcing Employees