

**HUBUNGAN ANTARA *SELF-EFFICACY* DENGAN *JOB INSECURITY*
PADA KARYAWAN *OUTSOURCING* PT. X SEMARANG**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *self-efficacy* dengan *job insecurity* terhadap karyawan *outsourcing*. Penelitian ini menggunakan pendekatan kuantitatif. Teknik pengambilan sampel secara *purposive sampling*, yaitu teknik yang mempunyai pertimbangan-pertimbangan tertentu dalam pengambilan sampelnya. Subjek penelitian adalah 80 orang karyawan *outsourcing* PT. X Semarang. Metode Pengambilan data dalam penelitian ini menggunakan dua skala yaitu skala *self-efficacy* dan skala *job insecurity*. Skala *self-efficacy* berjumlah 10 aitem dengan rentang daya beda tinggi 0,334-0,458 dan koefisien reliabilitas sebesar 0,725. Skala *job insecurity* berjumlah 18 aitem dengan rentang daya beda 0,311-0,516 dan koefisien reliabilitas sebesar 0,787. Teknik analisis data yang digunakan dalam penelitian ini adalah teknik korelasi *product moment*. Hasil uji hipotesis koefisien korelasi diperoleh $r_{xy} = -0,444$ dengan taraf signifikansi $p = 0,000$ ($p < 0,01$). Hasil tersebut menunjukkan ada hubungan negatif yang sangat signifikan antara *self-efficacy* dengan *job insecurity* terhadap karyawan *outsourcing*

Kata kunci : *Self-efficacy, Job insecurity, Outsourcing*

**THE CORRELATION SELF-EFFICACY WITH JOB INSECURITY ON
OUTSOURCING EMPLOYEES PT. X SEMARANG**

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ABSTRACT

The aimed this research is to determine the correlation between self-efficacy and job insecurity on outsourcing. This research used quantitative approach. The sampling technique is purposive sampling, which is a technique that has certain considerations in the sample collection. Subjek research were 80 outsourcing employees PT. X Semarang. The data methods were gathered using two scales, namely : self efficacy scale and job insecurity scale. The self efficacy consists of 10 items, wich corrected item-total correlation is 0,334-0,458 and cronbach's alpha 0.725. The job insecurity consists of 18 items, wich corrected item-total correlation is 0,311-0,516, Cronbach's alpha 0,787. The applied technique of data analysis was product moment correlation technique. The results of hypothesis testing of coefficient correlation was $r_{xy}=-0,444$ with significant level of $p=0.000$ ($p<0.01$). The result showed that there is a significant negative correlation between self efficacy and job insecurity on outsourcing.

Keywords : Self Efficacy, Job Insecurity, and Outsourcing