

**PENGARUH *JOB INSECURITY* TERHADAP *JOB BURNOUT* DENGAN
SUPERVISOR SUPPORT DAN *CO-WORKER SUPPORT* SEBAGAI
VARIABEL MODERATOR PADA KARYAWAN *STARTUP* DI DAERAH
ISTIMEWA YOGYAKARTA**

Galih Adam Pambudi

Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk menganalisis pengaruh *job insecurity* terhadap *job burnout* dengan *supervisor support* dan *co-worker support* sebagai variabel moderator di Daerah Istimewa Yogyakarta. Teknik pengambilan sampel yang digunakan adalah *simple random sampling* dengan jumlah 109 responden. Pengambilan data primer dilakukan melalui kuesioner secara langsung yang telah diuji validitas dan reliabilitas. Uji yang digunakan dalam penelitian ini adalah analisis deskriptif, uji instrumen (uji validitas dan uji reliabilitas), uji asumsi klasik (uji normalitas, uji linearitas dan uji heteroskedastisitas), koefisien determinasi dan uji hipotesis (uji t dan *Moderated Regression Analysis* (MRA)). Hasil penelitian menunjukkan bahwa *Job insecurity* memberikan pengaruh positif dan signifikan terhadap *job burnout*, *Supervisor support* memoderasi dan dapat memperlemah pengaruh *job insecurity* terhadap *job burnout*, *co-worker support* memoderasi dan dapat memperlemah pengaruh *job insecurity* terhadap *job burnout*. Hal ini dibuktikan dengan uji t yang menunjukkan nilai t hitung $2,984 > t$ tabel $1,982$ dan nilai signifikansi $0,00 < 0,05$ pada H1. Nilai R Square $0,098 <$ dari regresi pertama $0,150$ pada H2. Nilai R Square bahwa $0,077 <$ dari regresi pertama $0,150$ pada H3.

Kata Kunci: *Job Insecurity*, *Job Burnout*, *Supervisor Support*, *Supervisor Support*

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**THE EFFECT OF JOB INSECURITY ON JOB BURNOUT WITH
SUPERVISOR SUPPORT AND CO-WORKER SUPPORT AS MODERATE
VARIABLES IN THE SPECIAL REGION OF YOGYAKARTA**

Galih Adam Pambudi

Abstract

This study was quantitative study that aimed to analyze the effect of Job Insecurity on Job Burnout with Supervisor Support and Co-worker Support as Moderate Variables in the Special Region of Yogyakarta. The sampling technique was simple random sampling with total of 109 respondents. Primary data obtained from direct questionnaires that have been tested for validity and reliability. The tests used in this study were descriptive analysis, instrument tests (validity and reliability tests), classic assumption tests (normality test, linearity test and heteroscedasticity test), coefficient of determination, and hypothesis testing (t test and Moderated Regression Analysis (MRA)). The results showed that job insecurity had positive and significant effect on job burnout, supervisor support moderated between job insecurity and job burnout and gave less effect, co-worker support moderated between job insecurity and job burnout and gave less effect. Hypothesis testing confirmed these result with t value of 2,984 > t table of 1.982 and significance value of 0.00 < 0.05 for H1. R Square value is 0,098 < from the first regression of 0.150 for H2. R Square value is 0.77 < from the first regression of 0.127 for H3.

Keywords: *Job Insecurity, Job Burnout, Supervisor Support, Supervisor Support*