

# **PENGARUH *JOB INSECURITY* DAN *WORK LIFE BALANCE* TERHADAP KINERJA KARYAWAN PADA TVRI YOGYAKARTA**

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## **Abstrak**

Penelitian ini bertujuan mengetahui pengaruh *job insecurity* dan *work life balance* terhadap kinerja karyawan. Penelitian ini dilakukan terhadap karyawan TVRI Yogyakarta. *Job insecurity* merupakan kondisi dimana karyawan merasa tidak aman terkait stabilitas pekerjaan. *Work life balance* adalah keseimbangan antara pekerjaan dan kehidupan pribadi. Penelitian ini menggunakan pendekatan kuantitatif, dengan metode pengumpulan data menggunakan kuesioner. Sampel penelitian sebanyak 70 responden karyawan TVRI Yogyakarta. Teknik pengambilan sampel menggunakan *probability sampling* dengan Teknik simple random *sampling*. Pengujian yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, analisis linear berganda, uji t, uji F dan koefisien determinasi. Berdasarkan hasil uji t, variabel *job insecurity* memiliki nilai  $t_{hitung}$  sebesar hasil  $t_{hitung}$   $0,364 < t_{tabel}$   $1,668$ . Dengan nilai signifikan  $0,717 > 0,05$ , Dapat disimpulkan bahwa variabel *job insecurity* tidak berpengaruh terhadap kinerja karyawan. Hasil uji t variabel *work life balance* memiliki nilai  $t_{hitung}$  sebesar  $8,479 >$  dari  $t_{tabel}$  sebesar  $1,668$  dengan nilai signifikan  $0,000 < 0,05$ , yang artinya variabel *work life balance* berpengaruh signifikan terhadap kinerja karyawan. Berdasarkan hasil koefisien determinasi, diketahui nilai *Adjusted R Square* sebesar  $0,529$ . Dapat diartikan bahwa  $52,9\%$  variabel *job insecurity* dan *work life balance* mempengaruhi variabel kinerja karyawan, sedangkan sisanya  $60\%$  dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

**Kata Kunci:** *Job Insecurity, Work Life Balance, Kinerja Karyawan.*

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## **THE INFLUENCE OF JOB INSECURITY AND WORK LIFE BALANCE ON EMPLOYEE PERFORMANCE AT TVRI YOGYAKARTA**

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### ***Abstract***

*This study aims to determine the effect job insecurity and work life balance on employee performance. This research was conducted on TVRI Yogyakarta employees. Job insecurity is a condition where employees feel insecure regarding job stability. Work life balance is a balance between work and personal life. This study used a quantitative approach, with data collection methods using questionnaires. The research sample consisted of 70 respondents from TVRI Yogyakarta. Sampling technique using probability sampling with the simple random techniquesampling. The tests used are validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, t test, F test and the coefficient of determination. Based on the results of the t test, variablesjob insecurity has a t-value<sub>count</sub> the result of t<sub>count</sub> 0,364 < t<sub>table</sub>1,668. With a significant value of 0.717 > 0.05, it can be concluded that the variablejob insecurity does not affect employee performance. Variable t test resultswork life balance has a t-value<sub>count</sub> of 8.479 > from t<sub>table</sub>of 1.668 with a significant value of 0.000 < 0.05, which means variablework life balance significant effect on employee performance. Based on the results of the coefficient of determination, the value is knownAdjusted R Square of 0.529. It can be interpreted that 52.9% variablejob insecurity andwork life balance affect employee performance variables, while the remaining 60% is influenced by other variables not examined in this study.*

***Keywords:*** Job Insecurity, Work Life Balance, Employee Performance.