


ANALISIS *JOB INSECURITY POST-WINTER LAYOFF* PADA KARYAWAN BINAR ACADEMY BSD TANGERANG

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Abstrak

Penelitian ini bertujuan untuk menganalisis *job insecurity post-winter layoff* pada karyawan Binar Academy. Penelitian ini menggunakan metode penelitian kuantitatif. Dalam perolehan data, digunakan kuesioner yang diukur dengan skala likert. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik sensus atau sampling jenuh. Sampel yang digunakan dalam penelitian ini berjumlah 113 responden. Metode analisis menggunakan analisis deskriptif, uji validitas, uji reabilitas, dan rata-rata hitung. Berdasarkan hasil penelitian keseluruhan variable *job insecurity* memiliki rata-rata hitung sebesar 4,33 yang termasuk dalam kategori sangat setuju. Berdasarkan indikator *job loss insecurity* memiliki rata-rata hitung sebesar 4,27 yang termasuk pada kategori sangat setuju. Berdasarkan indikator *organizational survival insecurity* memiliki rata-rata hitung sebesar 4,25 yang termasuk pada kategori sangat setuju. Berdasarkan indikator *job changes insecurity* memiliki rata-rata hitung sebesar 4,42 yang termasuk pada kategori sangat setuju. Berdasarkan indikator *marginalization insecurity* memiliki rata-rata hitung sebesar 4,26 yang termasuk pada kategori sangat setuju.

Kata Kunci: *Job Insecurity, Post-Winter Layoff, Pengurangan Tenaga Kerja*

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ANALYSIS OF JOB INSECURITY POST-WINTER LAYOFF IN EMPLOYEES OF BINAR ACADEMY BSD TANGERANG

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Abstract

This research aims to analyze post-winter layoff job insecurity among Binar Academy employees. This research uses quantitative research methods. In collecting data, a questionnaire was used which was measured using a Likert scale. The sampling technique used in this research is the census technique or saturated sampling. The sample used in this research was 113 respondents. The analytical methods used are descriptive analysis, validity test, reliability test, and arithmetic average. Based on the overall research results, the job insecurity variable has a calculated average of 4.33 which is included in the strongly agree category. The job loss insecurity indicator has a calculated average of 4.27 which is included in the strongly agree category. The organizational survival insecurity indicator has a calculated average of 4.25 which is included in the strongly agree category. The job changes insecurity indicator has a calculated average of 4.42 which is included in the strongly agree category. The marginalization insecurity indicator has a calculated average of 4.26 which is included in the strongly agree category.

Keyword: Job Insecurity, Post-Winter Layoff, Workforce Reduction