

ABSTRAK

Kondisi politik dan ekonomi Indonesia yang terus berubah menciptakan tekanan-tekanan dalam bidang ekonomi dan menuntut suatu organisasi untuk melakukan perubahan struktur organisasi dan sistem manajemen untuk dapat terus bertahan dan berkembang, yang salah satunya dalam bidang ketenagakerjaan. Akibatnya, tercipta *job insecurity* di dalam setiap tenaga kerja, yang kemudian mempengaruhi *work-related behaviour*-nya.

Metode kuantitatif digunakan sebagai metode penelitian, yang mana menggunakan karyawan departemen produksi PT. X, yang berlokasi di Mojokerto, Jawa Timur, sebagai objek penelitian ini.

Menurut hasil penelitian yang telah dilakukan, bahwa *job insecurity* mempengaruhi *work-related behaviour* karyawan, yang mana berpengaruh secara positif dan signifikan pada karyawan tetap dan sementara dalam melakukan counterproductive work behaviour, serta berpengaruh negatif dalam melakukan organizational citizenship behaviour. Selain itu, perbedaan tingkat *job insecurity* pada tiap jenis karyawan tidak signifikan.

Kata kunci: *Job Insecurity, Counterproductive Work Behaviour, Organizational Citizenship Behaviour, Work-related Behaviour*

ABSTRACT

The Indonesian politic and economic conditions are constantly changing, creating pressures in the economy and requiring the organization to make changes to the organizational structure and management system, which one is in the field of employment, to be able to survive and develop. As a result, created job insecurity in every worker, which then affects their work-related behaviour.

The quantitative method is used as the research method, which used production department employees of PT. X, which is located in Mojokerto, East Java, as the object of this study.

The result of the research that has been done stated that job insecurity affects employee in work-related behavior, which is a positive and significant effect on the permanent and temporary employees in doing counterproductive work behavior, as well as the negative effect in performing organizational citizenship behavior. In addition, differences job insecurity level on each type of employee are not significant.

Keywords: Job Insecurity, Counterproductive Work Behaviour, Organizational Citizenship Behaviour, Work-related Behaviour