

## ABSTRAK

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### **“PANDEMI COVID-19: *WORKPACE SAFETY MANAGEMENT PRACTICE*, *JOB INSECURITY*, DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOUR* PADA KARYAWAN PT XYZ”**

**(xiii + 141 halaman; 6 gambar; 32 tabel; 7 lampiran)**

Bagaimana organisasi dan karyawan bereaksi terhadap pandemi COVID-19? Dapatkah praktik manajemen keselamatan di tempat kerja (WSP) mempertahankan perilaku kewargaan organisasional (OCB) karyawan di masa krisis kesehatan global ini? Dapatkah persepsi karyawan tentang risiko yang terkait dengan COVID-19 dan ketidakamanan kerja memediasi hubungan WSPs-OCB? Penelitian ini ditujukan agar diketahuinya bagaimana besarnya pengaruh dari variabel *Organizational Citizenship Behaviour*, *Workplace Safety Management Practice*, *Job Insecurity* dan *Perceived Risk Associated with COVID-19* pada PT XYZ. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada responden dengan karakteristik karyawan lapangan yang bekerja minimal 1 tahun. Lalu data yang diperoleh, diolah dengan SmartPLS v. 3.3.2 dengan analisis data validitas, reliabilitas, SRMR, NFI, dan RMSttheta. Pada tahap pre-test dengan menyebarkan kuesioner kepada 40 responden dan diuji validitas serta reliabilitas. Selanjutnya actual test dengan menyebarkan kuesioner kepada 172 responden dan melakukan analisis data yang lebih mendalam. Hasil penelitian memaparkan bahwa 2 hipotesis pada penelitian ini ditolak. Penelitian dapat ada manfaatnya untuk perusahaan demi melihat besarnya dampak yang ditimbulkan dari *work-life balance*, *person job-fit*, kondisi kerja terhadap kepuasan kerja karyawan dalam perusahaan.

**Kata Kunci:** *Organizational Citizenship Behavior*, *Workplace Safety Management Practice*, *Job Insecurity* and *Perceived Risk Associated with COVID-19*

## ABSTRACT

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### **“THE COVID-19 PANDEMIC: WORKSPACE SAFETY MANAGEMENT PRACTICE, JOB INSECURITY, DAN ORGANIZATIONAL CITIZENSHIP BEHAVIOUR AT PT XYZ”**

How are organizations and employees reacting to the COVID-19 pandemic? Can workplace safety management (WSP) practices maintain employee organizational citizenship behavior (OCB) in this time of global health crisis? Can employee perceptions of the risks associated with COVID-19 and job insecurity mediate the WSPs-OCB relationship? This study aims to find out how much influence the variables of Organizational Citizenship Behavior, Workplace Safety Management Practice, Job Insecurity and Perceived Risk Associated with COVID-19 have on PT XYZ. Data collection was carried out by distributing questionnaires to respondents with the characteristics of field employees who worked for at least 1 year. Then the data obtained were processed with SmartPLS v. 3.3.2 with data analysis of validity, reliability, SRMR, NFI, and RMStheta. At the pre-test stage by distributing questionnaires to 40 respondents and tested for validity and reliability. Furthermore, the actual test by distributing questionnaires to 172 respondents and conducting a more in-depth data analysis. The results of the study explained that the 2 hypotheses in this study were rejected. Research can be useful for companies in order to see the magnitude of the impact of work-life balance, person job-fit, working conditions on employee job satisfaction in the company.

**Kata Kunci:** Organizational Citizenship Behavior, Workplace Safety Management Practice, Job Insecurity and Perceived Risk Associated with COVID-19