

ABSTRAK

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PENGARUH *SUPERVISOR ABUSIVE*, *SUPERVISOR SUPPORT*, *CAREER DEVELOPMENT*, *JOB INSECURITY* DAN *JOB SATISFACTION* TERHADAP *JOB PERFORMANCE* PADA PT XYZ

(xv + 92 halaman; 5 gambar; 24 tabel; 3 lampiran)

Tidak semua atasan memiliki sikap yang dapat memberikan pengaruh positif terhadap karyawan, terkadang ditemukan beberapa atasan yang memiliki sikap *abusive*. Penelitian ini bertujuan untuk menguji apakah abusive leadership dapat mempengaruhi kinerja karyawan pada perusahaan di Indonesia. Penelitian 134 karyawan dari total 152 karyawan pada bagian project support service. Teknik analisis yang digunakan adalah *partial least square-structural equality modeling* (PLS-SEM) dengan menggunakan SmartPLS 4.0. *software* untuk olah data. Hasil penelitian kuantitatif, survey, metode analisis jalur dengan data *cross sectional* ini menunjukkan bahwa semua hipotesis diterima, artinya *abusive supervisor*, *supervisor support* dan *career development* berpengaruh signifikan terhadap *job satisfaction* yang juga berdampak pada *job performance*. Selain itu, *abusive supervisor* terbukti dapat menurunkan kepuasan kerja karyawan dan meningkatkan *job insecurity* pada karyawan yang dapat berdampak negatif terhadap penurunan kinerja.

Kata Kunci: *Supervisor Abusive, Supervisor Support, Job Insecurity, Job Performance*

Referensi: 68 (2015-2025)

ABSTRACT

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THE EFFECT OF SUPERVISOR ABUSIVE, SUPERVISOR SUPPORT, CAREER DEVELOPMENT, JOB INSECURITY AND JOB SATISFACTION ON WORK PERFORMANCE AT PT XYZ

(xv + 92 pages; 5 figures; 24 tables; 3 appendices)

Not all superiors have an attitude that can have a positive influence on employees, sometimes some superiors are found to have an abusive attitude. This study aims to test whether abusive leadership can affect employee performance at a construction company in Indonesia. This study was conducted on 134 employees from a total of 152 employees in the project support service section. The analysis technique used is partial least square - structural equation modeling (PLS-SEM) using SmartPLS 4.0. for data processing. The results of this study indicate that all hypotheses are accepted, meaning that abusive supervisors, supervisor support and career development have a significant effect on job satisfaction which also has an impact on job performance. In addition, abusive supervisors have been shown to be able to reduce employee job satisfaction and increase job insecurity in employees which can have a negative impact on decreasing performance.

Keyword : Supervisor Abusive, Supervisor Support, Job Insecurity, Job Performance

References : 68 (2015-2025)