

**PENGARUH *JOB INSECURITY* DAN KEPUASAN KERJA TERHADAP
KINERJA KARYAWAN DIVISI PRODUKSI INJEKSI PT Meprofarm
PHARMACEUTICAL INDUSTRIES**

ABSTRAK

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Permasalahan pada penelitian ini mengenai adanya penurunan kinerja karyawan , kenaikan *turnover* karyawan dan kepuasan yang rendah. Penelitian ini bertujuan untuk mengetahui keadaan *job insecurity*, kepuasan kerja, dan kinerja karyawan serta mencari besar pengaruh *job insecurity* dan kepuasan Kerja Terhadap kinerja karyawan pada divisi produksi injeksi PT. Meprofarm Pharmaceutical Industries baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh karyawan pada divisi produksi injeksi PT. Meprofarm Pharmaceutical Industries yang berjumlah 43 orang responden pengambilan sampel dalam penelitian ini menggunakan teknik *nonprobability* sampling, sampel jenuh. Berdasarkan penyebaran data diperoleh bahwa *job insecurity* , kepuasan kerja dan kinerja termasuk kedalam kategori cukup rendah. Berdasarkan hasil uji determinasi diperoleh bahwa *job insecurity* berpengaruh sebesar 25,4% terhadap kinerja , kepuasan kerja berpengaruh sebesar 27,7% terhadap kinerja , *job insecurity* dan kepuasan kerja berpengaruh sebesar 53,1% terhadap kinerja. Hasil penelitian secara parsial menunjukkan *job insecurity* berpengaruh signifikan terhadap kinerja , secara parsial kepuasan kerja berpengaruh signifikan terhadap kinerja. Secara *simultan* *job insecurity* dan kepuasan kerja berpengaruh signifikan terhadap kinerja.

Kata kunci : *Job insecurity*, Kepuasan Kerja, Kinerja

***THE EFFECT OF JOB INSECURITY AND JOB SATISFACTION ON
EMPLOYEE PERFORMANCE IN INJECTION PRODUCTION DIVISION
PT. MEPROFARM PHARMACEUTICAL INDUSTRIES***

ABSTRACT

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This problem concerns a decrease in employee performance, an increase in employee turnover and low satisfaction. This research aims to determine the state of job insecurity, job satisfaction and employee performance and to find out the magnitude of the influence of job insecurity and job satisfaction on employee performance in the injection production division of PT. Meprofarm Pharmaceutical Industries, both partially and simultaneously. The method used in this research is descriptive and verification method with a quantitative approach. The population used in this study were all employees at the injection production division of PT. Meprofarm Pharmaceutical Industries, totaling 43 respondents. Sampling in this study used a nonprobability sampling technique, the sample was saturated. Based on the distribution of data obtained that job insecurity, job satisfaction and performance are included in the medium category. Based on the results of the determination test, it was found that job insecurity had an effect of 25.4% on performance, job satisfaction had an effect of 27.7% on performance, job insecurity and job satisfaction had an effect of 53.1% on performance. The results of the study partially show that job insecurity has a significant effect on performance, partially job satisfaction has a significant effect on performance. Simultaneously job insecurity and job satisfaction have a significant effect on performance.

Keywords: Job Insecurity, Job Satisfaction, Performance