

**“PENGARUH *JOB INSECURITY* DAN KEPUASAN KERJA
TERHADAP KOMITMEN ORGANISASIONAL PADA
KARYAWAN KOLEKTOR PT. FEDERAL INTERNATIONAL
FINANCE BANDUNG CABANG 2”**

Chikal Istiqomah

9882405120211011

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran mengenai *Job Insecurity*, Kepuasan Kerja dan Komitmen Organisasional serta mencari besaran pengaruh *Job Insecurity* dan Kepuasan Kerja terhadap Komitmen Organisasional pada karyawan Kolektor PT. Federal International Finance Bandung Cabang 2 baik secara parsial maupun simultan. Adapun metode yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh Kolektor PT. Federal International Finance Bandung Cabang 2 yang berjumlah 45 orang responden dengan menggunakan teknik *non probability sampling* yaitu teknik pengambilan *sampling* jenuh. Berdasarkan hasil dari yang diperoleh bahwa gambaran responden mengenai *Job Insecurity* termasuk dalam kategori tinggi, Kepuasan Kerja dan Komitmen Organisasional termasuk dalam kategori cukup rendah. Adapun *Job Insecurity* berpengaruh sebesar 57,3% terhadap Komitmen Organisasional, Kepuasan Kerja berpengaruh sebesar 25,1% terhadap Komitmen Organisasional. *Job Insecurity* dan Kepuasan Kerja berpengaruh sebesar 62,9% terhadap Komitmen Organisasional. Berdasarkan hasil pengujian hipotesis secara parsial menunjukkan bahwa *Job Insecurity* berpengaruh terhadap Komitmen Organisasional, Kepuasan Kerja berpengaruh terhadap Komitmen Organisasional,. Berdasarkan hasil pengujian hipotesis secara simultan *Job Insecurity* dan Kepuasan Kerja berpengaruh terhadap Komitmen Organisasional.

Kata Kunci : *Job Insecurity*, Kepuasan Kerja, Komitmen Organisasional, PT. Federal International Finance Bandung

**“THE EFFECT OF JOB INSECURITY AND JOB
SATISFACTION ON ORGANIZATIONAL COMMITMENT IN
COLLECTOR EMPLOYEES OF PT. FEDERAL
INTERNATIONAL FINANCE BANDUNG BRANCH 2”**

Chikal Istiqomah

9882405120211011

ABSTRACT

This study aims to find out an overview of Job Insecurity, Job Satisfaction and Organizational Commitment and to find out the magnitude of the influence of Job Insecurity and Job Satisfaction on Organizational Commitment in employees of PT. Federal International Finance Bandung Branch 2 either partially or simultaneously. The methods used in this study are descriptive and verifiable with a quantitative approach. The population used in this study is all employees of PT. Federal International Finance Bandung Branch 2 which totaled 45 respondents using the non-probability sampling technique, namely the saturated sampling technique. Based on the results obtained, the respondents' description of Job Insecurity is in the high category, Job Satisfaction and Organizational Commitment are in the fairly low category. Meanwhile, Job Insecurity has an effect of 57.3% on Organizational Commitment, Job Satisfaction has an effect of 25.1% on Organizational Commitment. Job Insecurity and Job Satisfaction have an effect of 62.9% on Organizational Commitment. Based on the results of hypothesis testing, it is partially shown that Job Insecurity affects Organizational Commitment, Job Satisfaction affects Organizational Commitment, . Based on the results of simultaneous hypothesis testing, Job Insecurity and Job Satisfaction have an effect on Organizational Commitment.

Keywords: Job Insecurity, Job Satisfaction, Organizational Commitment, PT. Federal International Finance Bandung