

The Role Of Self Efficacy And Relicience On The Job Insecurity Of Contract Employees

Fatwa Tentama, Desvinia Ainin Rosandy

Abstract: Self-efficacy and employee resilience are factors that can affect job insecurity. This study aims to empirically examine the role of self-efficacy and resilience on job insecurity of contract employees at PT. Mega Andalan Kalasan. The population in this study is contract employees in ten units at PT. Mega Andalan Kalasan, who are still actively working, and have worked at least three months. The sample in this study consist of 56 contract employees in the EOP unit of PT. Mega Andalan Kalasan. The sampling technique used is quota sampling, while the data collection method is the self-efficacy scale, resilience scale, and job insecurity scale. Multiple linear regression analysis shows that self-efficacy and resilience have a very significant effect on the job insecurity of contract employees ($R = 0,600$, $p = 0,000$). There is a very significant negative relationship between self-efficacy and job insecurity among contract employees, with a correlation coefficient of $r_{xy} = -0,549$, $p = 0,000$ ($p < 0.01$). Similarly, there is also a very significant negative relationship between resilience and job insecurity among contract employees, with a correlation coefficient of $r_{xy} = -0,476$, $p = 0,000$ ($p < 0.01$). Self-efficacy and resilience contribute 36% to job insecurity, while the remaining 64% are influenced by other factors outside the scope of this study.

Keywords: Self-Efficacy, Job Insecurity, Resilience, contract employees

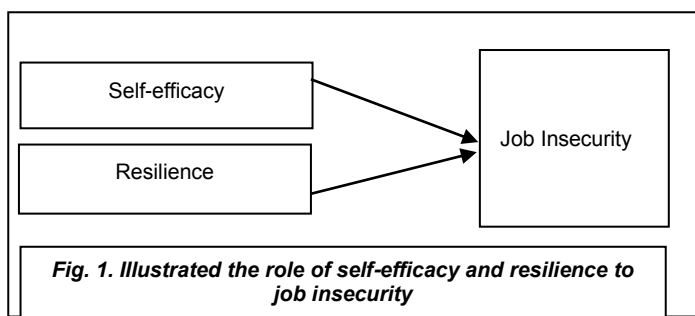
1 INTRODUCTION

Human resources, one of the main elements of an organization, cannot be ignored because it is instrumental in achieving organizational goals. Organizations with excellent human resources will have the strength to face competition [1]. According to Mathis and Jackson [2]. Human resource is an organization's design of formal systems to achieve organizational goals effectively. To achieve organizational goals, employees will experience a variety of work pressures, such as job insecurity [3]. Job insecurity is a threat associated with several undesirable outcomes for employee welfare [4], [5]. Job insecurity is a state of employee helplessness, namely when employees feel they might lose their jobs [6]. Job insecurity has been identified as the most severe stressor of work [7]. One dangerous element of job insecurity is work unrest related to uncertain feelings about what might happen with current jobs in the future. This condition makes job insecurity a complicated stress trigger, where individuals do not know when to take concrete actions and prepare for the future such as starting to look for another job [8]. Some researchers have reviewed the adverse effects resulting from high job insecurity for employees [7], [4]. Individuals with job insecurity perceive that their current job is unstable or risky, which causes fear and anxiety which can present health and welfare problems for the organization and its employees [9], [10]. Further findings show that high job insecurity results in low job satisfaction, organizational commitment, work involvement, and high turnover intensity [11], [6]. Job insecurity is the perceived stability of an individual and the continuation of individual work within an organization [12].

When individuals believe there is a threat of losing their jobs or job uncertainty, it will lead to fear of job loss [13]. Job insecurity refers to employee concerns about the continued existence of work in the future [4], [6]. Subjectively the individual feels an unwanted threat of losing his current job in the future, giving rise to fears or worries related to the possibility of losing his current job [14]. Self-efficacy is one of the factors that can play a role in reducing job insecurity [15], [16]. A study shows that self-efficacy can be a predictor of high and low job insecurity [17], [18]. Self-efficacy can protect the adverse effects of job insecurity; individuals with high self-efficacy believe that they can successfully overcome the potential challenges of job loss [19]. Self-efficacy is a psychological resource that plays a role in neutralizing job insecurity and other work pressures [20]. Some researchers exploring the effect of self-efficacy on job insecurity found that individuals with high self-efficacy tended to give positive assessments on past, present, and future events [9]. Self-efficacy is a concept that explains human behavior and plays a vital role in determining individual choices, levels of effort, and perseverance [21]. An individual's assessment of his abilities and competencies in carrying out a task and in achieving a goal, or when overcoming a problem [22]. Beliefs about an individual's ability to learn or perform behavior at a specified level and the expected outcome refers to his beliefs about the possible consequences of his behavior [23]. Self-efficacy is defined as a personal assessment of one's ability to adopt certain behaviors and actions to achieve specific goals and expected outcomes [24]. Job insecurity is a responsible factor related to several emotional, cognitive, and undesirable behaviors of the organization. One factor that is believed to reduce some of the adverse effects of job insecurity is resilience [25]. Resilience is a positive internal resource that can help individuals overcome the harmful effects of job insecurity [26]. Resilience allows individuals to bounce back when faced with job insecurity [27], [28]. Resilience has been identified as a factor that can reduce the negative impact of job insecurity. Individuals with resilience tend to be more

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optimistic in dealing with job insecurity [29]. Resilience is the ability that allows individuals to develop in the face of difficulties and overcome stress [30]. Resilience refers to a personal ability to cope with stresses or shocks while maintaining the functions or goals of an existing organization without resorting to a new equilibrium [31]. Individuals with resilience tend to work more optimally regardless of what is happening around them and can deal with stressful situations by managing change more positively [32]. Also, when individuals have resilience, they tend to recover more quickly from adverse events and have the capacity to adapt to new environments and work pressure [33], [34]. Based on the explanation above, the role of self-efficacy and resilience to job insecurity can be illustrated in the chart below:



This study aims to empirically examine the role of self-efficacy and resilience of job insecurity in contract employees at PT. Mega Andalan Kalasan.

2 RESEARCH METHOD

2.1 Population and Sample

The population in this study is contract employees across ten units at PT. Mega Andalan Kalasan. All respondents were active employees who have worked at least three months. The sample of this study consist of 56 contract employees in the EOP unit of PT. Mega Andalan Kalasan. The sampling technique used is quota sampling by determining the sample of the population that has certain characteristics up to the desired quota.

2.2 Instrumen

Scale is used to collect data in this study, while Likert scale model is used for the scaling model. Job insecurity is revealed using the job insecurity scale. Job insecurity scale is arranged by researchers based on aspects of job insecurity according to Greenhalgh and Rosenblatt [35] namely the meaning of the job for individuals, the possibility of negative changes in work aspects, the overall importance of work, the possibility of negative changes in the overall work, and powerlessness. Self-efficacy is measured using the self-efficacy scale. The scale refers to aspects of self-efficacy according to Bandura [36] namely level, strength, and generality. Resilience is measured using the resilience scale. The scale of resilience was based on

aspects of resilience according to Reivich & Shatte [37] namely emotional regulation, impulse control, optimism, empathy, causal analysis, self-efficacy, and reaching out.

2.3 Instrument Validity and Reliability

The initial trial analysis of the job insecurity scale on 95 subjects obtained a reliability coefficient (α) of 0.850 with a corrected item-total correlation power index that moves from 0.276 to 0.635. The valid and reliable items that will be used for research are 15 items. The piloting of the self-efficacy scale on 95 subjects resulted in a reliability coefficient (α) of 0.897 with a corrected item-total correlation score that range from 0.306 to 0.694. There are 27 items that were deemed valid and reliable to be used in this study. Lastly, the trial for the resilience scale on 95 subjects resulted in a reliability coefficient (α) of 0.897 with a range of corrected item-total correlation power index that moves from 0.283 to 0.643. The number of valid and reliable items that will be used for research are 28 items.

2.4 Data Analysis

Analysis of research data using multiple linear regression analysis is a statistical analysis technique to determine the relationship between self-efficacy and resilience to job insecurity in contract employees at PT. Mega Andalan Kalasan. Before testing the hypothesis, an assumption (i.e., normality test, linearity test, multicollinearity test) is performed. Data analysis was performed using the IBM SPSS 19.0 for windows program.

3 RESULT AND ANALYSIS

3.1 Assumption Test

3.1.1 Normality Test

The result of the normality test can be seen in table 1.

TABLE 1
NORMATILY TEST

Variable	K-SZ Score	Sig.	Annotation
Job Insecurity	1.258	0.085	Normal
Self-efficacy	1.191	0.117	Normal
Resilience	1.326	0.060	Normal

Source: Reserch Result, 2019 (processed data)

Based on the results of the normality test analysis listed in table 1, we found that the significance values of self-efficacy, resilience, and job insecurity variables are 0.085, 0.117 and 0.060, respectively. Each of them have a significance level of $p > 0.05$, indicating that all the data is normally distributed. In other words, we can conclude that each variable is normally distributed.

3.1.2 Linearity Test

The result of the linearity test can be seen in table 2.

TABLE 2
LINEARITY TEST

Variable	F Linearity	Sig.	Threshold	Annotation
Self- efficacy * job insecurity	0.219	.000	P<.05	Linear
Resilience * job insecurity	0.175	.003	P<.05	Linear

Source: Reserch Result, 2019 (processed data)

From the results of the linearity analysis in table 2, the relationship between self-efficacy of job insecurity and resilience to job insecurity shows all levels of significance $p < 0.05$, meaning that the effect of self-efficacy and resilience on job insecurity has a linear line equation.

3.1.3 Multicollinearity Test

The result of multicollinearity test can be seen in table 3.

TABLE 3
MULTICOLLINEARITY TEST

Variable	Tolerance	VIF	Annotation
Self-efficacy	.768	1.303	No multicollinearity
Autonomy	.768	1.303	No multicollinearity

Source: Reserch Result, 2019 (processed data)

Table 3 shows that self-efficacy and resilience have a value of VIF = 1.303 (VIF <10) and tolerance = 0.768 (tolerance > 0.1), indicating no multicollinearity between self-efficacy and resilience.

3.1.4 Heterocedasticity Test

The result of heterocedasticity test can be seen in table 4.

TABLE 4
HETEROSCEDASTICITY TEST

Variable	Sig	Threshold	Annotation
Self-efficacy	.117	P > .05	No Heteroscedasticity
Resilience	.576	P > .05	No Heteroscedasticity

Source: Reserch Result, 2019 (processed data)

Table 4 reveals the significance value of self-efficacy to be 0.117 ($p > 0.05$) and resilience 0.576 ($p > 0.05$). This indicates that there is no heteroscedasticity problem.

3.1.5 Hypotheses Test

The result of hypotheses test can be seen in table 5.

TABLE 5
INTER VARIABLE ANALYSIS RESULTS

Variable	r	Sig.	Rules	Annotation
Self-efficacy toward Job Insecurity	-0.549	0.000	P < 0.01	Significant effect
Resilience toward Job Insecurity	-0.476	0.000	P < 0.05	Significant effect

Source: Reserch Result, 2019 (processed data)

Table 5 shows that the effect of self-efficacy to job insecurity obtained an r_{xy} value = - 0.549, $p = 0.000$ ($p < 0.01$) which means self-efficacy has a very significant negative effect towards the job insecurity of contract employees at PT. Mega Andalan Kalasan. Meanwhile, the effect of resilience on job insecurity obtained $r_{xy} = - 0.476$, $p = 0.000$ ($p < 0.01$), indicating that resilience has a very significant negative effect on the job insecurity of contract employees at PT. Mega Andalan Kalasan.

3.1.6 Multiple Regression Analysis

The result of multiple regression analysis can be seen in table 6.

TABLE 6
MULTIPLE REGRESSION ANALYSIS

Variable	Adjusted R	R	Sig.	Threshol	Annotation
Self- efficacy and Resilience toward Job Insecurity	0.360	0.600	P= 0.000	P < 0.01	Significant Effect

Source: Reserch Result, 2019 (processed data)

The multiple regression analysis obtained an $R = 0,600$ with $p = 0,000$ ($p < 0.01$), meaning that self-efficacy and resilience have a very significant effect on the job insecurity of contract employees at PT. Mega Andalan Kalasan. These results indicate that job insecurity can be predicted based on self-efficacy and resilience. Self-efficacy and resilience contribute 36% to job insecurity, and other factors influence the remaining 64%. Other factors that affect job insecurity include work environment, organizational communication, role ambiguity, role conflict, and locus of control that includes internal and external [38], [8], [39]. Self-efficacy contributed 22.9% to job insecurity. The results of this study are in line with the results of previous studies which also found that self-efficacy plays a vital role in reducing job insecurity [40], [41],

[3]. Further research also found a negative relationship between self-efficacy with job insecurity [42]. Self-efficacy in employees serves as an internal resource that encourages personal feelings to be able to secure their job positions [43], [44]. Job insecurity can be a more serious source of anxiety for most employees, while self-efficacy, as an individual psychological resource, can reduce the effects of job insecurity [45]. Individuals with self-efficacy believe that their hard work will produce organizational trust and success. The organization will try to retain employees who can contribute more [46], [3]. Self-efficacy is very helpful for individuals in dealing with job insecurity, self-efficacy functions as a psychological resource that can be developed or improved according to how much pressure that an individual face [47], [48], [49], [50]. Self-efficacy has necessary implications for the organization because it is directly related to the way employees act and think in the organization; ultimately, it could impact the employee effectiveness in contributing to the organization. Self-efficacy will increase positive emotions, affecting employee attitudes and behavior. Employees with self-efficacy tend to experience more positive emotions at work, even when individuals are faced with stressful situations such as job insecurity. Through self-efficacy, positive emotions will help individuals navigate stressful situations in their organizations [51]. Self-efficacy can also improve individual abilities in creating many solutions to deal with job insecurity situations and in job insecurity conditions even though individuals will be able to rise again by using alternative solutions [9]. Also, the contribution of resilience in this study amounted to 13.1% of job insecurity. This finding is consistent with the general idea that resilience is needed by individuals to overcome the adverse effects of job insecurity [52], [34]. The increased levels of resilience are associated with decreased levels of job insecurity. Individuals with higher levels of resilience tend to experience lower levels of job insecurity than individuals with lower levels of resilience [53]. Resilience can serve as a buffer for job insecurity. Individuals with high resilience believe that they can overcome threats in the workplace [29]. Concerning job insecurity, individuals with resilience are shown to have persistence in psychology and effective handling skills for negative stress [54], [55]. Resilience acts as an internal resource that can prevent deviant behavior of employees in response to job insecurity [56]. Resilience enables individuals to successfully manage threats generated by job insecurity, such as emotional exhaustion and interpersonal counterproductive work behavior [25]. Individuals with high resilience tend to be more confident with their abilities to enable individuals to be able to make different paths and solutions to overcome job insecurity [57]. The implications of this research can provide insight and input to organizations and employees. Self-efficacy and resilience in this study can act as internal resources that can overcome the pressures generated by job insecurity. The results of this study can also be a reference in developing training modules to reduce job insecurity, especially self-efficacy training, which has the most dominant contribution in reducing job insecurity. So that every employee hopes to be able to manage every threat that comes and find alternative solutions.

4 CONCLUSION

Self-efficacy and resilience have a contribution to job insecurity in contract employees at PT. Mega Andalan Kalasan. There is a very significant relationship between self-efficacy and resilience to job insecurity in contract employees, there is a very significant negative relationship between self-efficacy and job insecurity in contract employees, and there is a very significant negative relationship between resilience and job insecurity in contract employees. Self-efficacy and resilience contribute 36% to job insecurity, and the remaining 64% are influenced by other factors. The contribution of self-efficacy in influencing job insecurity is more dominant than the contribution of resilience to job insecurity.

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