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PSYCHOLOGICAL WELL-BEING IN VIEW OF JOB INSECURITY IN OUTSOURCING EMPLOYEES: THE ROLE OF ASGE, GENDER, AND MARITAL STATUS

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ABSTRACT

Psychological well-being is a condition of achieving happiness without any psychological disturbances which is characterized by the individual's ability to optimize his psychological function. As the prosperous conditions obtained by employees from a job that can be influenced by the employee's work environment. Job Insecurity refers to employees who feel threatened by losing their jobs and changing their status to being unemployed. In addition, employees also need a sense of security to be able to work optimally. This exploration is roused by the way that vulnerability about the mental well-being of rethought representative. The sample of this research is 200 outsourced employees of PT Dynasti Indomegah. The collection in this research uses the Job Insecurity scale and the Psychological Welfare scale. The results show a correlation coefficient of $r = -0.541$, it can be concluded that companies need to reduce the incidence of work discomfort in order to realize better psychological well-being for outsourced employees.

Keywords: *Psychological Well-being, Outsourcing Employee Job Insecurity*

INTRODUCTION

Psychological well-being is a condition of achieving happiness in the absence of psychological disorders characterized by the ability of individuals to optimize their psychological functioning. Ryff and Singer describe psychological well-being as the optimal functioning of one's psychological functioning. An understanding of psychological well-being in the workplace as the level of psychological feelings and goals that a person feels at work. [1]. This can be seen in terms of technology, capital and human resources. It can be said that this aspect has a very important role for the sustainability of the company. But behind that, individuals who work, spend a lot of time doing activities related to their work. Individuals will switch to another company because they no longer have the enthusiasm to work in the old company where they work so that employees will look for a new company with a more pleasant working atmosphere and make employees feel safe.

Employees who are psychologically well, they will have high cooperation, easier to help, punctual and will stay longer in the company where they work. [2]. One of the phenomena that is often encountered in the workplace is related to low levels of psychological well-being in employees. [3]. Not all individuals can experience psychological well-being in their lives, especially in the workplace. *Kelly Global Workforce Index* studied more than 4,000 employees in Indonesia in 2012. The results showed that employees in Indonesia are most active in looking for a new job and almost three-quarters of employees have plans to move to another position in the next year. The emergence of an employee's desire to change positions indicates that the employee is not satisfied with his or her current job. [4]. The emergence of problems at a low level of psychological well-being in employees should be of particular concern to the individuals themselves as well as related agencies and the government [5]. This is because psychological well-being is the most important element of all well-

being and is connected to physical, mental health and longer life for workers. This is because psychological wellbeing is the most important element of all wellbeing and is linked to physical, mental health and longer life for workers [6].

⁸ A person's psychological well-being in the world of work is an important topic in shaping a person's behavior or situation in the work environment. Harter's research on 8000 work units in 36 companies concluded that there is a significant relationship between the level of psychological well-being of the workers studied and the level of work outcomes such as customer satisfaction, productivity, worker turnover and the level of worker absence due to illness [7]. These results are supported by Haryanto and Sayusa's research which shows that there is a positive relationship between psychological well-being and employee performance [8]. This condition proves that the level of psychological well-being will affect the company's overall profit. According to Warr, the high level of psychological well-being of workers will also be followed by an increase in productivity and company profits [9]. Psychological well-being is a condition of achieving happiness in the absence of psychological disorders characterized by the ability of individuals to optimize their psychological functioning. Ryff and Singer describe psychological well-being as the optimal functioning of a person's psychological functioning. The understanding of psychological well-being at work as the level of psychological feelings and goals that a person feels at work [1].

⁴ In the work environment, the psychological well-being of employees is very important to shape employee behavior and work environment conditions. The high and low level of psychological well-being of an employee can be influenced by the assessment process of his life experience while the individual is an employee. The fear of losing their jobs makes employees demand justice from the company to keep giving their rights and ask the company to hire employees with the status of being laid off. This situation triggers workers to feel psychologically unhealthy. In fact, to produce superior quality human resources, companies must be able to provide employee rights in accordance with the provisions so that the employees themselves do not feel threatened by their work and life status.

Based on the results of an interview with one of the *outsourced* employees, he felt worried about his working period. He doubts whether he can still work in this company until he is old or not. And also whether his working period can be extended or not and had thought about looking for another job. He was worried about his contract working period that one day suddenly was not extended by the company. He was also dismissed for 1 month to avoid promotion. They explained that this concern arose due to the frequent changes in company policies, the absence of promotions, promotions and the uncertainty of the employee's employment contract period. From the results of these interviews, it can be seen that permanent employees and *outsourced* employees have similarities in the worry of losing a job suddenly (*Job Insecurity*).

The policy taken by most companies in maintaining company conditions is to carry out cost efficiency, and the cost efficiency that can be done is to narrow the organizational structure or what is often referred to as downsizing is a policy taken by most companies in protecting company stability [10]. In the midst of unstable financial conditions, downsizing can be used as a solution for companies to be able to maintain spending efficiency by *reducing* the burden of employee salary costs (*reducing cost labor*) so that the company continues to exist [11]. However, the impact of downsizing can cause *insecurity* in carrying out work activities (*Job Insecurity*) for *survivors*, where surviving employees have experienced conditions that have the potential to almost deprive them of their jobs, thus creating poor perceptions and interpretations of the environment in which they work [12]. In this study, an

additional research instrument approach was taken, namely employee demographics including Age, Gender and Marital Status.

Age selection cannot be separated from the experience of employees at work, increasing age can affect the focus of employees at work can increase commitment to work in terms of flying hours, but it can also be an obstacle in work activities because increasing age can affect health [13]. In addition to age selection, gender becomes a demographic in this study, the difference between female and male gender has its own advantages, namely women are more likely to focus and calm at work in contrast to men who prioritize speed and tend to work without seeing the surrounding conditions. And marital status in relation to work is a consideration because employees with single status are more focused because the target in this status tends to work with full totality, married status is included in the demographic category because employees who already have a family work without thinking about ego but more to meet daily needs for living needs. And the status of widow or widower is a consideration for employees with this status who tend to feel difficulties due to the absence of enthusiasm or motivation from outside parties but the unrest they experience [10]

Based on this description, the researcher is interested in conducting research on "Psychological Well-Being in View of *Job Insecurity* in Outsourcing Employees of PT Dynasti Indomegah".

Psychological Wellbeing

Psychological well-being is a condition of achieving happiness in the absence of psychological disorders characterized by the ability of individuals to optimize their psychological functions. Psychological well-being is the optimal function of a person's psychological function [13]. Employee psychological well-being is a prosperous condition obtained by employees from a job that can be influenced by the employee's work environment [14]. Ryff proposes that mental prosperity doesn't just comprise of beneficial outcomes, adverse consequences, and life fulfillment, but at the same time is perceived as a complex build comprising of life perspectives connected with the components of mental prosperity itself, to be specific having the option to understand one's expected on a continuous premise, having the option to shape warm associations with others, having freedom from prevalent burden, tolerating oneself with no guarantees, having significance throughout everyday life, and having the option to control the outside climate. Workplace psychological well-being is a subset of psychological well-being but discussed more specifically, which has the same frame of reference but workplace psychological well-being underscores the uniqueness of work-related constructs [15].

Ryff suggests the following aspects of psychological well-being: which consists of self-acceptance, positive relationships with others, autonomy, environmental mastery, life goals, and personal growth [13]. There are thirteen factors that can affect psychological well-being according to Batson, namely social support, *job insecurity*, job demands, imbalance of working conditions, low quality of leadership, conflict between roles, low job meaning, low opportunity to develop, low promotion, *bullying*, low awareness of society, discrimination, and demands to hide emotions [1].

Job Insecurity

According to Greenhalgh & Rosenblatt, *Job Insecurity* is the powerlessness to maintain the desired continuity in a threatened work situation [16]. *Job Insecurity* is a level at which workers feel their jobs are threatened and feel powerless to do anything about the situation [17]. *Job Insecurity* refers to employees who feel threatened by losing their jobs and changing their status to unemployment [18]. *Job Insecurity* is a subjectively experienced allegation of a fundamental and unintentional event [19].

From the explanation of these experts, it can be concluded that *Job Insecurity* is a condition in which employees experience feelings of threat, worry, and a sense of helplessness because they are faced with an uncertain situation of future job continuity and also concerns experienced about the possibility of losing job features that are considered important to an employee.

Factors that affect *Job Insecurity* according to Greenhalgh & Rosenblatt are environmental and organizational conditions, individual and position characteristics, employee personal characteristics [16]. Meanwhile, according to Ashford, the factors that can affect *Job Insecurity* are role conflict, role vagueness, *locus of control* and organizational change [17].

Research Hypothesis

- a. There is a *negative* relationship between *Job Insecurity* and psychological well-being in *outsourced* employees.
- b. The effect of *Job Insecurity* on well-being by looking at age level
- c. The effect of *Job Insecurity* on well-being by looking at gender
- d. The effect of *Job Insecurity* on well-being by looking at marital status

METHODS

The type of research used by researchers is quantitative research, quantitative research that researchers will conduct is non-experimental quantitative research. Where in this research the observation process is carried out on a number of characteristics (variables) of the research subject according to the circumstances as they are, without any manipulation (intervention) of the researcher. The research to be conducted by researchers is a type of correlational research. According to Sudijono in statistical science the term "correlation" is given the meaning as the relationship and level of relationship between two or more variables [20].

Researchers took outsourcing employees of PT Dynasti Indomegah as the research population. The Non Probability Sampling technique used in sampling in this study is more precisely the author using the Purposive Sampling Technique, where in this technique the sample is determined through certain considerations. In this study, there are criteria used in selecting samples in this study, namely *Outsourcing* employees who have worked for more than 2 years at PT Dynasti Indomegah. The sample in this study is based on the results of the Slovin formula with a 5% error rate, so the

number of samples used in this study amounted to 200 *Outsourcing* Employees of PT Dynasti Indomegah.

In this study, researchers used a questionnaire (*google-form*) in collecting data. The questionnaire is a set of questions that are arranged to reveal certain attributes through responses to certain questions [21]. The instrument in this study is data collection in the form of a scale, which consists of a measurement scale to measure *Job Insecurity* and a *psychological well-being* scale.

This scale is used to measure the level of *Job Insecurity* possessed by outsourcing employees. The *Job Insecurity* Scale researchers developed based on the dimensions described by Greenhalgh & Rosenblatt which consist of the level of threat felt by individuals or employees, how important aspects of work are to individuals or employees, the level of threat of negative events that affect the work of individuals or employees, the level of importance individuals feel about the potential of each event, *powerlessness* [22]. On the *Job Insecurity* scale compiled by researchers there are a total of 30 items. From each dimension, it is arranged with 6 items which have 3 *favorable* items and 3 *unfavorable* items.

While the *psychological well-being* scale of researchers developed based on the dimensions of psychological *well-being* proposed by Ryff, it is explained that people with psychological well-being because of the following things, namely being able to accept themselves (*self-acceptance*), establish healthy ties with others (*positive relationships with others*), autonomy (*Autonomy*), being able to create a good environment (*environmental mastery*), having a *purpose in life* (*purpose in life*), personal growth (*personal growth*) [13]. On the psychological well-being scale compiled by researchers there are a total of 42 items. From each dimension it is arranged with 7 items which have 3 *favorable* items and 4 *unfavorable* items.

The type of mental scale utilized in this study is a *Likert scale*. The *Likert scale* is an estimating device used to gauge the mentalities, conclusions and view of an individual or gathering towards an occasion or social circumstance, where the factors to be estimated are converted into variable markers, then, at that point, the pointers are utilized as a beginning stage for incorporating question things [23]. The *Likert scale* in this study uses a psychological scale that wants to be revealed (*favoreble*) and does not support the psychological statements that want to be revealed (*unfavoreble*). The answer to each statement/instrument item given in the response is in a positive to negative level with four answer choices, namely; Very Suitable (SS), Suitable (S), Unsuitable (TS), and Very Unsuitable (STS).

As for the data analysis process carried out by researchers in this study, the Product Moment *Correlation* analysis technique (*Pearson Correlation*) using the help of SPSS 17 for windows.

RESULT

Before the collected data was analyzed further, the researcher sought the percentage of respondents in the form of age, gender, and marital status of respondents through surveys. Based on table 1, respondents aged 23-30 years have a frequency of 45 people or 23%, at the age of 31-40 years have a frequency of 131 people or 66% and age 41-50 years have a frequency of 24 people or 12%. Thus it can be interpreted that the sample in this study is dominated by respondents in the age range of 31-40 years.

Respondents with male gender have a frequency of 128 people or 64%, while those with female gender have a frequency of 72 people or 36%. Thus it can be interpreted that the sample in this study was dominated by male respondents. Demographics based on marital status Widower has a frequency of 13 people or 7%, for respondents with marital status Widows have a frequency of 10 people or 5%, for respondents with marital status Single has a frequency of 54 people or 27% and for respondents with marital status Married has a frequency of 123 people or 62%. Thus it can be interpreted that the sample in this study is dominated by respondents with Married marital status.

Table 1.
Respondent Demographics

	Variable	Frequency	Percentage
Age	23-30 Years	5	23%
	31-40 Years	131	66%
	41-50 Years	24	12%
Type of Gender	Male	128	64%
	Female	72	36%
Marital Status	Widower	13	7%
	Widow	10	5%
	Single	54	27%
	Marry	123	62%

Furthermore, hypothesis testing is carried out through Pearson correlation to prove whether there is a relationship between *Job Insecurity* and psychological well-being.

Based on the correlation test in table 2, it is known that the Pearson correlation value of the two variables is $-0.541 > r$ table 0.138, it can be concluded that the *Job Insecurity* variable on psychological well-being has a correlation with a moderate degree of correlation and a negative form of relationship, which means that the higher the level of *Job Insecurity*, the lower the level of psychological well-being, otherwise the lower the level of *Job Insecurity*, the higher the level of psychological well-being. The determinant coefficient value (R^2) is 0.293. Thus it can be said that *Job Insecurity* contributes 29.3% of psychological well-being, while the remaining 70.7% is influenced by other factors outside the study. The hypothesis is accepted where there is a relationship between *Job Insecurity* and psychological well-being.

Table 2.
Correlation Test

Variables	N	Pearson Correlation	Sig.
<i>Job Insecurity</i> (x)	200	-0,541	0,000
Psychological Wellbeing (y)	200	-0,541	0,00

The following are the results of the Jamovi calculation where in the Jamovi calculation, the scale used is a variable with demographics, in this study the demographics to be calculated include Age, Gender, and Marital Status.

From the moderation table in table 3, it can be concluded that the *Job Insecurity* (x) * Age variable shows a significance value (p) of $0.828 > 0.05$, meaning that there is no significant moderation of the Age variable on the relationship between the *Job Insecurity* (x) and Psychological Wellbeing (y) variables.

Table 3.
Age on the relationship between Job Insecurity (x) and Psychological Wellbeing (y)

	Estimate	SE	Z	P
<i>Job Insecurity</i> (x)	-0.47266	0.0523	-9.037	< .001
Age	0.06190	0.1466	0.422	0.673
<i>Job Insecurity</i> (x) * Age	-0.00241	0.0111	-0.217	0.828

From the moderation table in table 4, it can be concluded that the *Job Insecurity* (x) * JK variable shows a significance value (p) of $0.873 > 0.05$, meaning that there is no significant moderation of the Gender variable on the relationship between the *Job Insecurity* (x) and Psychological Wellbeing (y) variables.

Table 4.
Moderation of Gender on the relationship between Job Insecurity (x) and Psychological Wellbeing (y)

	Estimate	SE	Z	P
<i>Job Insecurity</i> (x)	-0.4762	0.0521	-9.144	< .001
JK	0.8460	1.5296	0.553	0.580
<i>Job Insecurity</i> (x) * JK	-0.0176	0.1099	-0.160	0.873

From the moderation table in table 5, it can be concluded that the *Job Insecurity* (x) * Status variable shows a significance value (p) of $0.830 > 0.05$, meaning that there is no significant moderation of the Marital Status variable on the relationship between the *Job Insecurity* (x) and Psychological Wellbeing (y) variables.

Table 5
Moderation of Marital Status on the Relationship between Job Insecurity (x) and Psychological Well-Being (y)

	Estimate	SE	Z	P
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	Estimate	SE	Z	P
<i>Job Insecurity</i> (x)	-0.4723	0.0517	-9.144	< .001
Status	-2.3866	1.2112	-1.970	0.049
<i>Job Insecurity</i> (x) * Status	0.0208	0.0869	0.240	0.810

2 DISCUSSION

Based on the correlation test, it is known that the Pearson correlation value of the two variables is $-0.541 > r_{table} 0.138$, it can be concluded that the *Job Insecurity* variable on psychological well-being has a negative correlation with a moderate degree of correlation and a negative form of relationship, which means that the higher the level of *Job Insecurity*, the lower the level of psychological well-being, on the contrary, the lower the level of *Job Insecurity*, the higher the level of psychological well-being. The determinant coefficient value (R^2) is 0.293. Thus it can be said that *Job Insecurity* contributes 29.3% of psychological well-being, while the remaining 70.7% is influenced by other factors outside the study. The hypothesis is accepted where there is a relationship between *Job Insecurity* and psychological well-being.

The consequences of this study are in accordance with past examination directed by Nopiando which shows the outcomes that there is a connection between Occupation Weakness and mental prosperity in reevaluating representatives. In this study, it is known that the magnitude of the correlation coefficient $r_{xy} = -0.440$ with a significance level: 0.000 ($r_{count} > r_{table}$) [24].

Based on the moderation test, it is known that there is no significant moderation of the Age variable on the relationship between the *Job Insecurity* (x) and Psychological Wellbeing (y) variables. Likewise, based on the moderation test, it is known that there is no significant moderation of the Gender variable on the relationship between the *Job Insecurity* (x) and Psychological Wellbeing (y) variables. And based on the moderation test, it is known that there is no significant moderation of the Marital Status variable on the relationship between the *Job Insecurity* variable (x) and Psychological Wellbeing (y).

CONCLUSION

From the results of research that has been conducted, researchers can draw conclusions, namely that there is a negative relationship between *Job Insecurity* and Psychological Wellbeing in *Outsourcing* employees of PT Dynasti Indomegah with a *Product Moment* correlation (r) of -0.541 . This refers to the high *Job Insecurity* which causes low psychological well-being, and vice versa if low *Job Insecurity* will improve psychological well-being in *outsourcing* employees of PT Dynasti Indomegah.

Based on the results obtained, researchers also know that there is a 29.3% contribution from the *Job Insecurity* variable to the Psychological Wellbeing variable, which is 29.3%, the remaining

70.7% is influenced by other factors not examined, such as environmental and organizational conditions, individual and job characteristics, employee personal characteristics, role conflict, role vagueness, *locus of control* and organizational change.

Based on the results of the study, it is also concluded that there is no significant moderation of the variables of Age, Gender and Marital Status on the relationship between the variables of *Job Insecurity* (x) and *Psychological Well-Being* (y).

SUGGESTION

Researchers suggest that employees can improve communication with fellow coworkers. The goal is to establish better interpersonal relationships, so as to create a more pleasant work atmosphere. Good interpersonal relationships between fellow employees can also help the process of disclosing the contents of the heart or complaints, which can make a person more relieved so that he is able to work more optimally. To the leader of PT Dynasti Indomegah, the researcher provides input so that he can explain any changes that occur clearly to employees. The importance of transparency in work is key so that speculation does not arise which can increase inconduciveness at work. In addition, researchers also strongly recommend creating a supportive and pleasant work atmosphere or culture so that employees can feel less pressured at work.

As well as for future researchers, researchers hope that future researchers can look for other factors that affect *Job Insecurity* and *Psychological Wellbeing* of *Outsourcing* employees such as environmental and organizational conditions, individual and job characteristics, employee personal characteristics, role conflict, role vagueness, *locus of control* and organizational change.

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