

ABSTRAK

PENGARUH LINGKUNGAN KERJA DAN *JOB INSECURITY* TERHADAP KOMITMEN ORGANISASI PADA MASA PANDEMI COVID-19

(Studi pada Karyawan Lotte Grosir Lampung)

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Pandemi Covid-19 berdampak terhadap lingkungan kerja dan menimbulkan *job insecurity* pada karyawan juga menurunkan komitmen karyawan terhadap organisasi, karena adanya perubahan lingkungan kerja, serta terjadinya pengurangan karyawan di beberapa perusahaan. Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan *job insecurity* terhadap komitmen organisasi pada masa pandemi Covid-19 menggunakan pendekatan kuantitatif dengan jenis penelitian *explanatory research*. Teknik pengambilan sampling yang digunakan adalah metode *purposive sampling*. Pengumpulan data menggunakan kuesioner yang disebarluaskan ke 58 responden karyawan Lotte Grosir Lampung, dengan menggunakan skala *likert*. Analisis dilakukan dengan menggunakan analisis regresi linear berganda, dengan bantuan aplikasi SPSS 20. Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif terhadap komitmen organisasi. Sedangkan *job insecurity* tidak berpengaruh terhadap komitmen organisasi. Lebih lanjut, variabel lingkungan kerja dan *job insecurity* berpengaruh secara simultan terhadap komitmen organisasi.

Kata Kunci: Lingkungan Kerja, *Job Insecurity*, Komitmen Organisasi,
Covid-19

ABSTRACT

THE EFFECT OF WORK ENVIRONMENT AND JOB INSECURITY ON ORGANIZATIONAL COMMITMENT DURING THE COVID-19 PANDEMIC (Study on Lotte Grosir Lampung Employees)

By

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The Covid-19 pandemic affects the work environment and creates job insecurity for employees that simultaneously decreases employee commitment to the organization due to work environment changes and reduction of employee numbers in several companies. This study aimed to ascertain the effect of work environment and job insecurity on organizational commitment during the Covid-19 epidemic with the quantitative method and explanatory research. Purposive sampling was the technique used. The data collection instrument was a questionnaire with a Likert scale sent to 58 respondents who work at Lotte Grosir Lampung. Multiple linear regression analysis was used in conjunction with the SPSS 20 program to conduct the study. The findings indicate that the workplace has a positive effect on organizational commitment. Job insecurity, on the other hand, has no effect on organizational commitment. Additionally, the work environment and job insecurity variables both have an influence on organizational commitment simultaneously.

Keywords: ***Work Environment, Job Insecurity, Organizational Commitment, Covid-19***