

ABSTRACT

This study aims to analyze and determine the effect of job insecurity and job stress on work engagement through self-efficacy as a moderating variable at PT. Taman Wisata Candi Borobudur, Prambanan and Ratu Boko (Persero) Yogyakarta. The population in this study is all of employees. The number of samples used in this study were 95 respondents, with characteristic of permanent employees.

Data was collected through the distribution of questionnaires on samples selected through non-probability sampling techniques with saturated samples (census) method. Measurements in the questionnaires using a Likert Scale. Four (4) hypothesis in this study were tested using the Moderated Regression Analysis (MRA) method with SPSS 25.0 software.

The results of the statistical test analysis indicate that job insecurity and job stress variables have a significant negative effect on work engagement. In addition, it is also proven that self-efficacy variable can moderate the relation between job insecurity and job stress on work engagement.

Keywords : Job Insecurity, Job Stress, Self-Efficacy, Work Engagement