

Abstract

In the working world, many found various problems associated with performance and employee commitment. Many factors that can cause decreased performance and employee commitment. One of the factors to be considered by the company is the problem of job insecurity. These issues need to be considered because not only have a negative impact on the employees but also to the company. Job insecurity primarily driven from the company itself as the number of turnovers that occur, lack of career opportunities, and low income. One's powerlessness to deal with problems in the company resulted in higher job insecurity. Therefore, the importance of setting policies and practices in particular organizational HR policies will affect the reduction and increased job insecurity that would have an impact on organizational commitment and employee performance.

This research was conducted in PT.Inti Sukses Garmino with the number of respondents who studied 121 employees. Sampling technique used is proportionate sampling or based on the proportions. The collection of research data using questionnaires. The data analysis technique in this study are SEM (Structural Equation Modeling)

Based on the results calculated by the AMOS 16, obtained the result that all the hypotheses proposed is acceptable. job insecurity negatively affect organizational commitment (H1), organizational commitment has positive influence on employee performance (H2), and job insecurity negatively affect employee performance (H3). This study has shown that organizational commitment is the first largest factor affecting the performance of employees while the second factor is job insecurity. Further, mediation indirect effect of job insecurity on employee performance through the mediation of organizational commitment, which means the position of organizational commitment as a mediating variable between job insecurity and employee performance has a greater influence on performance than job insecurity. Based on these results, the model proposed in this study can be accepted.

Keywords: Job Insecurity, Organizational commitment, employee performance.