

ABSTRACT

This study aims to determine and analyze the effect of job insecurity on job performance with affective commitment as an intervening variable and moderated perceived organizational support for weaving I contract employees of PT Panca Persada Mulia Textile, Magelang. The source of data used are primary data through a questionnaires and secondary data through literature studies both from journals, books and relevant data that obtained from the organization

Respondents of this study amounted to 105 contract employees who work in the weaving I PT Panca Persada Mulia Textile, Magelang. The sampling technique on this research used purposive sampling. Then the analysis technique used is SEM (Structure Equation Modeling) analysis with AMOS (Analysis of Moment Structure) program 24.

The results of the study show that job insecurity has a negative and significant effect on job performance, job insecurity has a negative and significant effect on affective commitment, affective commitment has a positive and significant effect on job performance and perceived organizational support managed to moderate the negative effect of job insecurity on affective commitment.

Keyword : *job insecurity, job performance, affective commitment, perceived organizational support*