

ABSTRACT

After being legalized, the outsourcing system in the Labour Act has drawn a lot of controversy. According to Martins (2013) the government actually reduces the obligation of employers to provide legal protection for workers or laborers and in practice outsourcing is considered detrimental to the workers in 4 ways, namely contract work, lower salaries than permanent employees, minimal health and social security, and no promotion guarantee. Based on this, this study aims to investigate the condition of the organizational commitment of outsourcing employees seen from the problems above.

This research was conducted using a phenomenological qualitative approach to the phenomena that emerged from the outsourcing practices above. The research sample that was successfully interviewed in this study were 6 outsourcing employees of PT. Nawa Insan Jaya who helped the business organization of PT. Pertamina MOR IV Semarang.

The conclusion that can be drawn from this research is that although there are some problems as mentioned above, the outsourcing employees still have normative commitments, continuance commitments, and affective commitments towards the organization.

Keyword: *Outsourcing, Phenomenology, Commitment*