

The Effect of Job Insecurity on Organizational Commitment Which is Mediated by Job Stress at Pt. Temas Shipping ambon City

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ABSTRACT: Research aims to test and analyze the influence of job insecurity on job stress, analyze the influence of job stress on organizational commitment, analyze the influence of job insecurity on organizational commitment, analyze the influence of job insecurity on organizational commitment through job stress.

This research was conducted on employees at PT. Temas Shipping Ambon City. The sample used was 34 respondents. The research method used is a quantitative research method. The distribution of questionnaires was measured using a Likert scale. The data analysis method uses tools Partial Least Square analysis which is processed using Smart PLS version 4 software.

The research results show that job insecurity influences job stress, job stress influences organizational commitment, job insecurity influences organizational commitment, job insecurity influences organizational commitment through job stress.

Keywords: job insecurity, work stress, organizational commitment

I. Introduction

Management of human resources in companies should be done better so that workers can work optimally and be comfortable in the company so that employees do not want to leave the company. One of them is the existence of company regulations that provide a sense of comfort, thus making employees feel safe at work. Companies must pay attention to adding work that is beyond the capabilities of employees, and management policies to reduce the number of employees, which can cause job insecurity and work stress among employees.

Job insecurity is an employee's perception and threat of losing or continuing their job and employee concerns regarding the potential for sudden job loss. Employees who will be faced with the ambiguity of the situation can perceive job insecurity (Hellgren et al., 2010). De Witte (2005) explains that feeling less able to control things at work and less able to predict things, that job insecurity is an employee's perception of the threat of losing their job and worries about that threat. De Witte (2005) also added that employees who experience job insecurity feel helpless to continue working in situations that threaten job continuity.

Job insecurity can be categorized as a stressor, causing psychological pressure (Hellgren and Sverke, 2003). The experience of psychological stress triggers coping responses that are characterized by distancing from the source of the stressor (Hellgren and Sverke, 2003). This requires that employees psychologically influence their involvement in work and the organization to reduce the negative impact of work stressors

Apart from the job insecurity factor, job stress is a threat to organizations today, which has the potential to cause many negative impacts for both employees and the organization (Safaria 2011). Wijaya (2014) states that the impact of work stress is, firstly, work stress tends to cause employee performance to decline. Second, employee performance will not be optimal if they experience heavy pressure at work. Third, work stress tends to make employees reluctant to work, often absent. Fourth, employees often leave work without permission because working conditions are uncomfortable. Fifth, employees have the desire to leave work because the workload is quite heavy.

This stress will arise if there are demands on a person that are felt to be challenging, burdensome or exceed the individual's ability to adapt and result in a decrease in work productivity (Kirkcaldy et al., 2000). According to Fauji

(2013), the reactions of employees who are stressed at work are: quickly irritated, uncommunicative, mentally tired, loss of spontaneity and creativity, easily tired physically, headaches, smoking excessively, delaying or avoiding work.

Kreitner and Kinicki (2014) define an adaptive response, which is influenced by individual characteristics and psychological processes which are the result of external actions, situations or events that impose physical and psychological demands on a person. In the long term, employees who cannot withstand work stress will no longer be able to work. At an increasingly severe stage, stress can make employees become sick and even resign (Manurung and Ratnawati, 2012)

Griffin (2004) states that organizational commitment is an attitude that reflects the extent to which an individual knows and is attached to his organization. Organizational commitment is built through an identification process where a person does something from one idea as a self-developer. An employee who has commitment will remain with his organization regardless of the favorable or unfavorable conditions experienced by his organization. Employees will be with their organization through thick and thin, attend work regularly, give their whole day (maybe more), protect company assets, share company goals and so on. A committed workforce will increase the excellence of an organization (Meyer and Allen in Brahmasari, 2008).

Wiener (1982) stated that organizational commitment is an internal encouragement from within the individual to do something in order to support the success of the organization in accordance with its goals and put the interests of the organization above his personal interests. According to Mowday et al (1979) commitment shows strong belief and support for the values and goals that the organization wants to achieve. Organizational commitment can grow because individuals have an emotional bond with the organization which includes moral support and acceptance of the values that exist within the organization as well as inner determination to serve the organization (Porter et al., in Edfan, 2002).

PT Temas Shipping is a company that operates in the field of goods transportation services by sea which manages containers. Providing innovative, competitive and reliable goods delivery services in Indonesia, and always providing professional service to customers, thereby providing maximum benefits to stakeholders. PT. Temas Shipping really values its customers' time. Therefore, TEMASLINE's commitment to timely service is an added value that must be given to its customers. PT. Temas Shipping not only serves TEMASLINE's ships but also serves foreign ships belonging to other companies.

Job insecurity or job insecurity at work because employees feel anxious and insecure about the future of their work and the increasing workload caused by sending goods via sea transportation and with very fast time demands because in PT. Temas Shipping is committed to timely service.

Situations like the above can trigger employees to experience job insecurity and job stress. Meanwhile, the level of organizational commitment that employees have is comfort and strong support for the values and goals achieved by the organization. Organizational commitment is really needed in PT Temas Shipping because to advance a company and employees must have a sense of responsibility and ownership for the progress and achievement of the organization's goals. Based on the background description above, the researcher is interested in conducting research entitled "The Effect of Job Insecurity on Organizational Commitment Mediated by Job Stress at PT. Temas Shipping Ambon City"

II. LITERATURE REVIEW

Understanding Job Insecurity

Greenglass (2002) explains Job insecurity as a condition related to a person's fear of losing their job or the prospect of demotion or demotion as well as various other threats to working conditions that are associated with decreased job satisfaction. Apart from that, job insecurity can also be defined as insecurity that results from threats to the continuity or continuity of one's work (Reisel 2002).

It can be concluded from the understanding of the experts above that job insecurity is a feeling of threat, worry and helplessness that employees feel regarding the situation that exists in the organization or company where they work regarding their job continuity in the future.

According to Suhartono (2007), several things that are indicators of job insecurity are:

- 1). Working conditions, what is meant is everything around the individual, whether interacting directly or indirectly with the worker concerned.
- 2). Role conflict, another problem that arises is unclear roles at work so they don't know what management expects from the employee. This problem often arises in employees who work in large companies, which lack a clear structure, work demands, work responsibilities, task and work procedures.
- 3). Career development, unclear career paths, work performance appraisals, a culture of nepotism in company management or the lack of career development opportunities (to get promoted and get promotions), often give rise to anxiety about job continuity, boredom, and being motivated so that employees are no longer productive. .
- 4). Center of control reflects an individual's level of confidence regarding his ability to influence events related to his life

and environment.

Understanding Job Stress

According to Cartwright & Cooper (1998). It is stated that work stress is the tension or pressure that a person experiences when the demands they face exceed one's abilities. Work stress is a form of a person's demands, both physically and mentally, regarding a disruptive environmental change that results in him being threatened (Anoraga, 2001).

Most definitions say that stress is caused by stimulation. These stimuli can be physical or psychological, and individuals respond to these stimuli in a number of ways. Therefore, Moorhead & Griffin (2014) define stress as a person's adaptive response to stimuli that place excessive psychological or physical demands on him. In this study, work stress indicators were measured using the theory of Cartwright and Cooper (1998) which includes:

1. Job Factors. An uncertain work environment can have an influence on the formation of an unhealthy organizational structure on employees. In terms of environmental factors, there are three things that can cause stress for employees, namely position, organizational conflict and technology. Very rapid changes due to adjustments to these three things make a person experience the threat of stress.
2. Individual Factors. Basically, the factors involved in this case arise from within the family, for example, personal economics and the personal characteristics of offspring. Poor personal relationships between families will have an impact on the work that will be done because these effects can be carried over to a person's work.
3. Organizational Factors. In organizations there are several factors that can cause stress, namely role demands, interpersonal demands (demands between individuals), organizational structure (organizational structure), and organizational leadership (organizational leadership).

Understanding Organizational Commitment

Organizational commitment is an attitude that reflects employee loyalty to the organization and an ongoing process in which organizational members express their concern for the organization and its continued success and progress (Luthans, 2006). Meanwhile, Mathis (2000) defines organizational commitment as the level of trust and acceptance of employees towards organizational goals and the desire to remain in the organization.

There are several things that are indicators of employee organizational commitment. According to Luthans (2006) organizational commitment is multidimensional, so there is growing support for three models. components proposed by Mayer and Allen (1997). These indicators are:

- 1). Affective Commitment. Affective commitment is an employee's emotional attachment, identification, and involvement in the organization. The types of affective commitment are, age, work group, position,
- 2). Continuous Commitment. Continuance commitment is a commitment based on losses associated with the employee's departure from the organization. Continuous commitment consists of Salary / Wages and Education Level
- 3). Normative Commitment. Normative commitment is a feeling of obligation to remain in the organization because it must be so, the action is the right thing because it must be done. Based on this understanding, various kinds of normative commitments consist of absenteeism, work requirements,

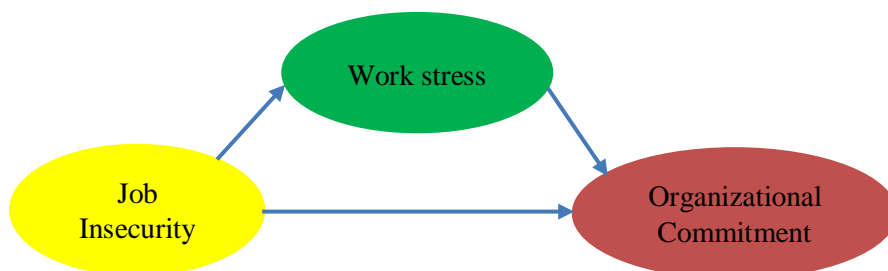


Figure 1. Conceptual framework

III. RESEARCH METHOD

Research design

This study uses a quantitative approach. The approach used in this research is a quantitative approach because the data used to analyze the influence between variables is expressed using numbers or a numerical scale (Kuncoro, 2003). This research analyzes the influence of job insecurity and work stress on organizational commitment as mediating variables at PT. Temas Shipping Ambon city.

Research Location and Time

The object of this research will be carried out at PT. Temas Shipping Ambon City Jln Pelabuhan Yos Sudarso No.1, Kel Honipopu, Sirimau, Ambon City. This research was conducted on permanent employees. Meanwhile, the research will be carried out after the seminar.

Population and Sample

Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then draw conclusions, so population is not just people but includes all characteristics or subjects studied, but includes all characteristics or characteristics possessed by the subject (Sugiyono, 2014). The population in this study were all permanent employees at PT. Temas Shipping Ambon city 34 people.

The sample of this research was 34 people, taking all permanent employees of PT. Temas Shipping Ambon city. The sample was determined using the drop sampling technique, namely a sampling technique when all members of the population are used as samples (Sugiyono, 2011).

Research Variable

The independent variable is one of the variables that influences the dependent variable either positively or negatively. Thus, when the independent variable appears, the dependent variable also appears and for every unit increase in the independent variable, there is an increase or decrease in the dependent variable. In other words, the dependent variance is recorded by the independent variable (Sekaran & Bougie, 2013). In this research, the independent variable is job insecurity (X). The dependent variable is the main variable that is a factor in the investigation in research, through analysis of the dependent variable, namely finding variables that influence it, make it possible or find answers or solutions to problems (Sekaran & Bougie, 2013). The dependent variable in this research is organizational commitment (Y). Mediating variables are variables that can strengthen or weaken the influence of an independent variable on a dependent variable. In this study the mediating variable is work stress (Z)

Operational Definition and Measurement of Variables

Greenglass(2002) explains job insecurity as a condition related to a person's fear of losing their job or the prospect of demotion or demotion as well as various other threats to working conditions which are associated with decreased job satisfaction, with the indicators being 1) Working Conditions, 2) Role Conflict, 3) Career Development, and 4) Control Center. Job stress is a person's adaptive response to stimuli that place excessive psychological or physical demands on him. Cartwright and Cooper (1998), with indicators 1) Job Factors, 2) Individual Factors, and 3) Organizational Factors. Mathis (2000) defines organizational commitment as the level of trust and acceptance of workers towards organizational goals and the desire to remain in the organization, with indicators 1) Affective Commitment,

IV. RESULTS AND DISCUSSION

Convergent Validity

The measurement of convergent validity value can be seen from the correlation between the indicator scores and the variable scores. Indicators are considered valid if the factor loading value of each indicator is above 0.5 or shows all or variable dimension loadings have a loading value > 0.5.

Table 1. Outer Loading Values

Variable	Indicator	Payload	Information
Job Insecurity	X1.1	0.716	Valid
	X1.2	0.657	Valid
	X1.3	0.753	Valid
	X1.4	0.784	Valid
	X1.5	0.567	Valid
Job Stress	Z1.1	0.884	Valid
	Z1.2	0.910	Valid
	Z1.3	0.866	Valid
	Z1.4	0.923	Valid
	Z1.5	0.893	Valid
Organizational Commitment	Y1.1	0.856	Valid

	Y1.2	0.831	Valid
	Y1.3	0.770	Valid
	Y1.4	0.765	Valid
	Y1.5	0.819	Valid

Source: Primary Data Processed Using PLS (2023)

Based on table 1, the item values generated by the constructs of job insecurity, work stress, and organizational commitment have met the convergent validity standard value because all factors have a value of more than 0.5. Thus it can be concluded that all constructs are valid and suitable for use for further analysis.

Composite Reliability

To measure the reliability of a construct, it can be used in two ways, namely by looking at the Cronbach's Alpha and Composite Reliability values. However, using Cronbach's Alpha to test Construct reliability will give a lower value (under estimate) so it is more advisable to use composite reliability. The reliability test can be seen from the composite reliability value. A construct is said to be reliable if the composite reliability value is greater than 0.70 (Chin, 1998 & Hair et.al., 2011).

Table 2. Cronbach's Alpha and Composite Reliability Values

Construct	Cronbach's Alpha	Composite Reliability	Average Variance Extracted (AVE)
Job Insecurity	0.734	0.826	0.490
Job Stress	0.938	0.953	0.801
Organizational Commitment	0.869	0.904	0.655

Source: Primary Data Processed Using PLS (2023)

Based on table 2, the results of data processing can be seen that all variable values of job security, work stress, and organizational commitment in reliability testing using Cronbach's alpha have no value smaller than 0.7. When using composite reliability it has a value above 0.7. Also in validity testing using AVE there are still values smaller than 0.5. It can be concluded that the construct has a fairly good level of reliability.

Path Coefficient

To assess the significance of the prediction model in testing the structural model, it can be seen from the T-Statistic value between the independent variable and the dependent variable in the Path Coefficient table in the table below:

Table 3. Path Coefficients (Mean, STDEV, t-Value)

Construct	Original Sample (O)	Sample Mean (M)	T-Statistics (O/STDEV)	P (Value)
Job Insecurity =>Job Stress	0.367	0.391	3,592	0,000
Job Insecurity => Organizational Commitment	0.210	0.212	2,339	0.019
Job Stress => Organizational Commitment	0.699	0.700	9,825	0,000

Source: Primary Data Processed Using PLS (2023)

Based on table 3, it can be seen that the value *original sample* from job insecurity to work stress amounting to 0.367 with P (Value) 0.000 < 0.05 and the T-Statistic value of job insecurity on work stress is 3.592 > 1.69. Thus it can be concluded that H1 is accepted so it can be said to be job insecurity has a positive effect on work stress.

Based on the test results in the table above, it can be seen that the value *original sample* from job insecurity to organizational commitment amounting to 0.210 with P (Value) 0.019 < 0.05 and the T-Statistic value of job insecurity on organizational commitment is 2.339 > 1.69. Thus, it can be concluded that H2 is accepted so that it can be said that job insecurity has a positive effect on organizational commitment.

Meanwhile, based on the table above, it can be seen that the value *original sample* from work stress to organizational commitment amounting to 0.699 with P (Value) 0.000 < 0.05 and the T-Statistic value of work stress on organizational commitment is 9.825 > 1.69. Thus, it can be concluded that H3 is accepted so that it can be said that work stress has a positive effect on organizational commitment.

Coefficient of Determination (R-Square) R²

The coefficient of determination R-Square explains the influence of certain independent latent variables on whether the dependent variable has a substantive influence. Meanwhile, adjusted R Square is the r Square value that has been corrected based on the standard error value. Below is a table of the results of estimating the coefficient of determination (R-Square) using Smart PLS:

Table 4. R Square

Construct	R Square	R Square Adjusted
Job Stress	0.135	0.118
Organizational Commitment	0.640	0.626

Source: Primary Data Processed Using PLS (2023)

Based on the results of table 4, it can be concluded that the first r Square value that partially influences independent on dependent is 0.135 with an adjusted r Square value of 0.118. It can be explained that the job insecurity construct influences job stress by 0.135 or 14%, and 86% can be explained by other constructs or variables that are not in this research. Meanwhile, the second r Square value, the joint or simultaneous influence of X and Z on Y is 0.640 with an adjusted r Square value of 0.626. So it can be explained that all constructs of job insecurity and work stress simultaneously influence organizational commitment by 0.640 or 64%, and 36% can be explained by other constructs or variables that are not in this research.

Mediation Test

At this stage, PLS analysis with mediation effects will be discussed, namely if the influence of the independent variable on the dependent variable is not significant, while the influence of the mediating variable on the dependent variable is significant at T-Statistics > 1.69 then the mediating variable is proven to mediate the influence of the independent variable on the dependent variable. Testing the model in the presence of a mediating variable is carried out in two stages, including testing the relationship between the independent variable directly and the dependent variable without the mediating role and testing the relationship between the independent variable and the dependent variable with the mediating role.

To find out how far the work stress variable mediates the relationship between job insecurity and organizational commitment, you can see the specific indirect effect table below:

Table 6. Specific Indirect Effect

Construct	Original Sample (O)	Sample Mean (M)	T-Statistics (O /STDEV)	P (Value)
Job Insecurity => Job Stress => Organizational Commitment	0.256	0.274	3,291	0.001

Source: Primary Data Processed Using PLS (2023)

Based on table 6, it can be seen that the relationship between job insecurity and organizational commitment which is mediated by work stress is significant with a T-Statistics value of 3.291 and P (Value) 0.001 < 0.05, this means that work stress acts as a partial mediation. It is said to be partial mediation because it is assessed based on the standard VAF (Variance Accounted For) value, where if the VAF value ranges between 20-80% then the mediation role is called partial mediation.

1). The Effect of Job Insecurity on Job Stress at PT. Temas Shipping Ambon City.

Based on the research above, it can be concluded that job insecurity influences work stress. Where the indicator of job insecurity with the strongest influence is the control center, with an outer loading and cross loading value of 0.784. Meanwhile, Cronbach's alpha is 0.734 and composite reliability is 0.826. Then the original sample value of job insecurity is 0.367 with P (Value) 0.000 < 0.05 and the T-Statistic value of job insecurity on work stress is 3.592 > 1.69. This means that H1 is accepted so it can be said that job insecurity has a positive effect on work stress.

The results of this research are in accordance with what was carried out by Pebrida Saputri, Tetra Hidayati, Dirga Lestari (2020) with the title The Effect of Job Insecurity on Job Stress, Performance and Turnover Intention of PT Bank Mandiri (Persero) Tbk Employees. The research results show that there is a positive and significant influence of job insecurity on work stress. The Effect of Job Insecurity on Job Stress in Outsourcing Employees

2). The Influence of Job Insecurity on Organizational Commitment at PT. Temas Shipping Ambon City.

Based on the research above, it can be concluded that job insecurity influences organizational commitment. Where the indicator of job insecurity with the strongest influence is the control center, with an outer loading and cross

loading value of 0.784. Meanwhile, Cronbach's alpha is 0.734 and composite reliability is 0.826. Then the original sample value of job insecurity is 0.210 with P (Value) $0.019 < 0.05$ and the T-Statistic value of job insecurity on organizational commitment is $2.339 > 1.69$. This means that H2 is accepted so it can be said that job insecurity has a positive effect on organizational commitment.

This means that the higher the job insecurity that PT employees have. Temas Shipping Ambon City, the Organizational Commitment of employees at PT. Temas Shipping Ambon City itself. To support this, Sverke and Helggren (2001) also emphasize that employees who see possible threats to their work from the work aspect, employees can increase their commitment by involving themselves in their work so that they are considered worthy of being retained by the company.

This is in line with research conducted by Moshoeu and Geldenhuys (2015) which states that employees who feel threatened with losing their jobs will increase their involvement in the company in order to remain employed by the company.

3). The Effect of Job Stress on Organizational Commitment at PT. Temas Shipping Ambon City.

Based on the research above, it can be concluded that work stress influences organizational commitment. Where the indicator of work stress that has the strongest influence is the organizational factor, with an outer loading and cross loading value of 0.923. Meanwhile, Cronbach's alpha is 0.938 and composite reliability is 0.953. Then the original sample value of work stress is 0.699 with P (Value) $0.000 < 0.05$ and the T-Statistic value of work stress on organizational commitment is $9.825 > 1.69$. This means that H3 is accepted so it can be said that work stress has a positive effect on organizational commitment.

This means that the higher the work stress felt by employees at PT. Temas Shipping Ambon City means that employee organizational commitment to PT is increasing. Temas Shipping Ambon City itself. This is in line with the research results of Rainayee (2013) in his study stating that work stress has an impact on organizational commitment which consequently affects the quality of organizational behavior, meaning that when an employee has the same type of tasks and gets better career opportunities, he will experience a decrease in stress. , will ultimately lead to better organizational commitment.

4). The Influence of Job Insecurity on Organizational Commitment at PT. Temas Shipping Ambon City Mediated by Work Stress.

In this research, the test results show that there is an indirect influence between job insecurity on organizational commitment with work stress as a mediating variable has a P (Value) value of 0.001, this value is smaller than $\alpha = 5\%$ ($0.003 < 0.05$). With the value of the T-Statistics is 3.291 means that work stress mediates the influence between job insecurity and organizational commitment. The results of this research can be interpreted that the less (low) job insecurity, the better the reduction in work stress levels, so that if work conditions are better, role conflicts can be avoided, and opportunities for career development will provide high commitment by employees to the organization. . Thus, the t hit value = 3.291 is greater than the t table value with a significance of $0.001 < P$ (Value) 0.05, so it can be concluded that there is a partial mediation effect of 45% (VAF = 20-80%) on job insecurity on organizational commitment at PT . Temas Shipping Ambon City.

The results of this research are in line with what was stated by Irene (2008) and Novliadi (2009), that there are several impacts and consequences arising from insecurity at work or job insecurity, namely stress. Job insecurity can cause fear, loss of ability, and anxiety. In the end, if this is allowed to continue for a long time, employees can become stressed as a result, the level of trust in the organization by employees will decrease, which will result in lower employee commitment to the organization.

V. CONCLUSIONS AND RECOMMENDATIONS

Conclusion

- 1). Job insecurity has a significant effect on work stress at PT. Temas Shipping Ambon City
- 2). Job insecurity has a significant effect on organizational commitment at PT. Temas Shipping Ambon City
- 3). Work stress has a significant effect on organizational commitment at PT. Temas Shipping Ambon City
- 4). Job insecurity has a significant effect on organizational commitment at PT. Temas Shipping Ambon City mediated by work stress

Recommendation

- 1). For PT. Temas Shipping Ambon City, must pay attention to employees and ensure that employees do not feel worried about losing their jobs within the company and instill in all employees to have a strong commitment to the

company so that apart from being employees, they also feel like they have a company so that employees will work well and be committed to promote the company.

- 2). For PT. Tamas Shipping Ambon City, it is hoped that this research can be used as input or as consideration for PT employees. Tamas Shipping Ambon City.
- 3). It is hoped that future researchers will further expand their research by conducting similar research in different places or locations by adding the use of other variables that influence organizational commitment.

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