

SAFETY IN WORK, ORGANIZATIONAL CLIMATE AND WORK INVOLVEMENT OF CONTRACT EMPLOYEES: STUDY AT PT. SOCIAL SECURITY (PERSERO) REGIONAL OFFICE III JAKARTA

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ABSTRACT

The employment contract system that has recently been implemented tends to make employees with contract employee status have low work involvement. Employees' sense of security at work and the climate in a company have an impact on the level of involvement of a person in his work. This study was conducted to determine whether there is a relationship between a sense of security at work and organizational climate with employee work involvement. The population in this study were administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta. The sampling method used is simple random sampling. Collecting data using a scale that is a sense of security at work, organizational climate scale and work involvement scale. The results of the analysis of research data indicate that there is a significant relationship with the direction of a positive relationship between a sense of security at work and organizational climate with work involvement in administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta.

Keywords: Job Engagement, Security, Organizational Climate.