

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.

PRELIMINARY

For an organization the extent to which employees are involved in the work tasks at hand, is the main thing. Organizational efforts so that employees can be more active in carrying out their duties are part of management's task in developing and improving human resources.

This needs to be a concern of management because the human resources contained in the company or called employees are the most important elements and are one of the strengths in an organization or company.

The fact that the implementation of a new policy on staffing in private companies and State-Owned Enterprises (BUMN) regarding the implementation of the employee contract system can make labor conditions worse. The contract system for employees means that employees are hired not as permanent employees but as employees who work for a certain time or contract employees. These contract employees usually work or are employed by other companies in a particular company, during the agreed contract period so that the procurement status is known as outsourcing. This employment contract system by itself does not guarantee the continuity of a job and does not recognize any career paths. This limited work bond, when viewed from the continuity of the employment relationship, tends to contain the potential for insecurity. It becomes a question whether the status of the contract employee will affect the behavior of the individual at work, especially the extent of his work involvement. Based on the author's initial conversation and interview with the company, it was found that there was a tendency for the

low level of work involvement of contract employees who had served their contracts for many years.

One measure of the quality of human resources within the company can be observed from employee work involvement. Work involvement is an effort in managing the company. This work involvement is ultimately intended to increase the contribution that can be made by employees towards achieving company goals. Companies really need employees with high work involvement in order to achieve company goals. Employee involvement according to Robbins (2001: 140) is the degree to which a person takes sides with the work and participates actively in it and considers his performance very important for his self-esteem.

Optimal work involvement from employees is a company demand and will bring benefits to the company. According to Barnes (1988:132) in order for people to behave according to the demands of the company, there must be integration between the needs of employees and the demands of the company. The only effective incentives that companies can provide to individuals are incentives that employees receive as a means of satisfying their needs and confirming their ideas about who they are or what they want to be.

One of the causes of the existence of individuals or employees in the organization is to meet their needs. In general, these needs are intended to be able to maintain and continue the life of the individual. According to Maslow (Goble, 2000:72), the fulfillment of life's needs is further because during his life practically humans always crave something. When a need has been met, a new need will emerge, a higher one, and so on. Therefore Maslow stated that basic human needs are arranged in a kind of relative power hierarchy. According to Strauss & Sayles (1981:14) individual needs that are satisfied through work consist of physical and safety needs, social needs and ego needs. Of the three needs that are included in the basic human needs at work, namely the need for a sense of security at work (job security).

The need for security, based on Maslow's theory of the level of need (Moh. As'ad, 2003: 49) when associated with work, the need for security or job security consists of mental security while working and also feelings of security regarding the future of employees. The need for a sense of security at work is meant here not only for physical security, namely avoiding danger but also for psychological security regarding the continuity or future of work.

In the encyclopedia of psychology (1994:255), a sense of security at work (job security) is said to refer to the certainty of the work undertaken without fear of losing the job. The existence of job uncertainty makes individuals not optimal in doing their work and has an impact on one's work involvement. The existence of uncertainty indicates the disruption of the fulfillment of individual needs. With the disruption of efforts to meet these needs, it will be able to interfere with the feeling of security in the individual. The security motive will arise when the sense of security is not fulfilled. As stated by Chaplin (2000: 442) that the security motive tends to seek security and protection by lowering the level of participation or involvement. So it can be said that work involvement can be influenced by whether or not employees feel job security and have a major impact and influence on the activities carried out by employees.

Activities carried out by employees will contribute to the activities of the organization as a whole and will form a working condition within the company. The success of a company to develop is much influenced by the activities of the people in it.

One of the important factors of the factors that influence individual behavior at work is the organizational climate or what is commonly called the psychological atmosphere of an organization. Organizational climate according to Davis and Newstrom (1995:21) is a human environment in which employees in the organization do their work. Organizational climate is influenced by almost everything that happens in an organization.

Climate is not seen directly, it can only be felt because climate is a condition that is psychological in nature, but climate strongly affects people in the company, which in turn will also affect the effectiveness and productivity of the company. An unfavorable organizational climate causes employees not to be passionate about doing their jobs. This will affect the negative attitude of employees at work which will ultimately harm the company. This situation needs to be addressed to avoid the resulting losses, one of which is by controlling climate development. A good climate will foster commitment and high work involvement.

Based on this fact, the authors are interested in revealing whether there is a relationship between a sense of security at work and organizational climate with work involvement.

Formulation of the Problem

From the information above, a problem is formulated that becomes a reference for review in the next discussion, namely whether there is a 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?

LITERATURE REVIEW

Work Engagement

Work has an important role in human life, both in terms of physical and psychological life. By working, regardless of the form of work, individuals are encouraged to contribute part or all of their thoughts, time, energy and so on in order to achieve their personal goals and also the goals of the place where the individual works (company). The level of importance of work is different for each individual. Individuals who consider the work they do as important will show high interest. This can be seen from the willingness of individuals to sacrifice time, thought and energy for the sake of carrying out a job well. This situation illustrates the full involvement of individuals in their work.

The opinion above is supported by what was expressed by Davis and Newstrom (1997: 259) that job involvement is the degree to which employees are engaged in their work, devote time and energy and view their work as an important part of their lives. Thus, individuals who have a high level of involvement in work will always devote more time, thought and energy to the work.

The above definition is in line with that put forward by Schermerhorn, et al. (Sosilo and Tanaja, 1996:249) that basically work involvement is an individual's willingness to work hard and use a greater effort than expected. In this case, work involvement is seen as an active role of individuals in work which causes individuals to immerse themselves in their work, use more time and energy for their work and assess work as an important part of their lives.

Vroom (Sosilo and Tanaja, 1996: 249) states that individuals who are involved in their work are individuals who always think about their work, open opportunities for self-expression related to job satisfaction and have high work involvement. Thus, in work involvement, there is an understanding of responsibility for work, not just pleasure and satisfaction. Vroom

distinguishes three levels of work engagement. High work involvement is owned by individuals who always think about their work. Intermediate work involvement if the individual thinks about his job only when there is an opportunity. If the individual never thinks about his work, it is said that his work involvement is low.

Dimensions of Work Involvement and Characteristics of Individuals Involved in their Work

To find out a person's work involvement, it is necessary to look at the behavioral characteristics displayed by that person. The same characteristics can be classified in a dimension. According to Saleh and Hosek (A.S. Doelhadi, 1995:23-24) the dimensions of work involvement consist of:

- a. Work as the main thing in life
Is one of the dimensions of work involvement that measures a person's work orientation. How much a person devotes time to his work and his view that work is important to his life.
- b. How far does a person actively participate in work
Participation indicates personal involvement in work with the aim of devoting self-expression and actualization to work. This includes the opportunity to make decisions on their duties, the feeling that the company's success is the result of some of the contributions made by him as an employee, and the opportunity to maintain his work involvement.
- c. How far does a person view the importance of work performance and self-esteem?
It is one of the dimensions of work involvement that measures how much a person views performance as the main thing at work, such as his commitment to targets to be achieved and can be achieved on time or having to complete work outside of working hours to achieve these targets.
- d. Consistency of one's performance and self-concept
It is one of the dimensions of work involvement that measures how much a person views the performance that is judged to determine the abilities and skills possessed, how much ability is needed to improve and maintain performance.

As described earlier, to see the extent to which individuals are involved in their work, it can be seen from the behavioral characteristics that are displayed. The dimensions of work involvement were further discussed by Hosek (C.E. Sosilo and M. Tanaja, 1996:249-250) as the characteristics of individuals who are involved in their work, as follows:

- a. Individuals place work as the main concern in their lives
- b. Individuals actively participate in work
- c. Individuals perceive performance as central to self-esteem
- d. Individuals perceive that there is consistency between performance and self-esteem

Sense of Security at Work

Job security or a sense of security at work is a term that comes from the English translation of the word Job Security. Safety is a basic human need at work. As an individual need in work, job security consists of two characteristics or forms, namely those that contain physiological or physical meanings and are commonly referred to as job security and some contain psychological meanings, commonly referred to as feelings of security at work. What is meant by work security in a physical sense is the need for security and safety of life in the workplace when individuals do work during working hours. Where physically the individual feels safe or guaranteed that he will avoid work accidents. A sense of security in working psychologically means the need for guarantees regarding the continuity of work that is owned by individuals. Where psychologically the individual feels the need for certainty in his work and this concerns the future of employees. Based on the two forms of job security, which will be discussed further

in the next sub-chapter is a sense of security at work from a psychological perspective. A sense of security will be felt if the individual needs are met through the work relationship that is carried out. In organizations there are usually two main types of working relationships, namely unrestricted work relationships and limited employment relationships. Included in the type of limited employment relationship are contract employees or employees who have a working relationship for a certain time.

Strauss and Sayles (1981:17) stated that a sense of security at work is a basic need of employees. Individuals are not quite satisfied with the fulfillment of physical needs from day to day, but want to ensure that these needs will continue to be met in the future.

According to Maslow (e-psychology, 2002) every individual has needs that are arranged hierarchically from the most basic level to the highest level. In Maslow's hierarchy of needs, security needs are at the second level. When applied in relation to the company, the need for security in question is the need for a sense of security at work which means a work environment that is free from all forms of threats, security of position or position and clear work status. If this need is fulfilled, it will provide opportunities for the work of other needs in the individual.

Meanwhile, according to Herzberg's two-factor theory (Landy and Conte, 2004: 384) the need for security is included in the hygiene factor, where if the need is not met it will cause dissatisfaction and if it is fulfilled it will eliminate dissatisfaction. However, satisfaction of hygiene factors does not automatically increase employee motivation to work but only eliminates dissatisfaction.

The emergence of a need is an indicator of a person's perceived deficiency at a certain time. Needs are seen as generators and drivers of behavior (Gibson et al., 1992:94). In relation to work, if the needs felt by the individual are satisfied or fulfilled, it will be reflected in the behavior of the individual at work where the individual will work diligently and involve himself fully in his work. On the other hand, if the needs felt by the individual are not satisfied, the individual will be indifferent and keep his distance from his work. Likewise in work, if the individual's basic needs at work, namely the need for security are met, the individual will display an active work attitude which can be seen from his behavior involving himself in his work.

A sense of security at work or guaranteed job continuity refers to the absence of a threat or fear in employees about the possibility of losing a job. According to Maslow, the feeling of fear can eliminate motivation at work, affect attitudes and job satisfaction (Encyclopedia of Psychology, 1994:300).

Pearce (Kraimer, et al., 2005:390) defines a sense of security at work as a psychological state in which workers feel clear prospects regarding the continuity of their work in the future.

Safety Factors at Work

Kahn (Brown and Leigh, 1996:360) describes psychological security or a sense of security at work as when workers feel able to work without fear of negative consequences for self-image, status or career. Kahn suggests factors that indicate psychological security, namely:

1. Supportive management

Management support will be felt by the workers if the workers have the control to control their own work without strict supervision and are given the freedom to determine the method that will be used to complete the work without fear of getting sanctions if they fail. On the

other hand, rigid and inflexible management will control all work methods. This implies that management has little trust and confidence in the ability of employees to complete tasks. Thus, employees' acceptance of management support, whether their needs are met by management, will determine whether or not employees feel safe at work.

2. Clarity

Uncertainty or uncertainty regarding the work situation and job prospects will cause employees to feel less secure at work. On the other hand, clear role expectations, consistency and predictable work norms create a clear work situation so that they can feel safe in the work environment and can increase employee work involvement.

3. Self-expression

If the expression of employee characteristics at work is considered to bring sanctions from the organization, then employees will keep their distance from their work so that it will result in the loss of the psychological bond between employees and their work. When the sense of security at work is felt reduced, employees will do their work indifferently. Meanwhile, if employees feel safe to be able to carry out work according to their characteristics, employees will pour their personality, creativity and feelings into their work. The pouring out of the employee's self-concept into work indicates a high degree of security at work that is felt by employees in the organizational environment. The form of freedom of expression provided by management can be in the form of opportunities for creativity, the freedom to take the initiative or decide something and the suitability between the work done and the view of oneself that will increasingly make individuals express themselves into their work activities.

If the individual feels safe at work, it means that the individual feels supported by the company or superior, has clarity on his work and feels that through work he can express himself. This can affect the individual in terms of how the individual sees his job which will further determine his involvement in the work.

Organizational Climate

The existence of a company is determined by the people who support it. Therefore, humans as employees are an important resource that needs to be fostered and developed in order to continue to provide the best for the organization.

One way to foster and develop human resources within the company is through the creation of an organizational climate that is conducive to optimizing the capabilities and performance of employees. Davis and Newstrom (1995:21) define climate as the environment in which the organization's employees do their work. Climate cannot be seen or touched, but it exists, like indoor air. Climate surrounds and influences everything that happens in an organization. In turn, climate is influenced by almost everything that happens in an organization. Climate is a dynamic system concept.

Organizational climate is not seen directly, because climate is a psychological condition. Therefore, climate can also be interpreted as the company's psychological environment that plays a role in the background of the interaction style. Assumptions about whether the organizational climate is good or bad are determined by the assessment of its employees. Someone may think an environment is good, while others think otherwise (Kamaludin, in Nathalia, 2003: 54).

Steers (Fifi Amriany et al., 2004: 180) also stated that the organizational climate is the characteristics or characteristics that are felt and perceived in the work environment and are

considered to be able to influence the behavior or behavior of employees at work. So the organizational climate is the perception of its members, so this perception may not be in accordance with the actual conditions. And organizational climate can be measured through the perceptions of the people who live and work in the organization.

Organizational Climate Aspects

Davis and Newstrom (F. Amriany, et al, 2004: 183) mention the important aspects that determine organizational climate are:

a. Leadership qualities

Leadership quality is measured by employee perceptions regarding superior leadership, namely task-oriented leadership, including giving instructions in carrying out tasks, when and how the work is carried out and the results to be achieved. While relationship-oriented leadership includes shaping the interests of employees and paying attention to employee welfare.

b. Clarity of organizational goals

This is measured through employee perceptions of organizational goals which are seen as clear directions, which are made for the short term, namely in the form of job descriptions and also for the long term, namely in the form of clear targets to be achieved or expected work results, which can be described in daily work.

c. Compensation justice

Compensation fairness is measured by employees' perceptions of the fairness of the rewards they receive in the organization as remuneration for the work they have done, which can be valued in terms of money and tends to be given regularly.

d. Responsibility and trust

Responsibility and trust are measured by the individual's perception of the responsibility and trust that the organization gives to employees. This responsibility and trust can be in the form of an opportunity to become a "boss" for himself, so that he is not rigidly obliged to always report to his superiors every time he makes a decision. In addition, the organization also gives authority to employees to regulate their work.

e. Participation

The level of employee participation is measured based on individual perceptions of the level of employee participation in the decision-making process. Participation is the participation of subordinates in group situations that encourage employees to contribute to decision making.

f. Communication

Measurement of communication means measuring employee perceptions about the level of individual or group capacity to request information from superiors or vice versa to provide information, cooperation in defining problems and finding solutions; This includes being open to new information and opinions, fostering good relationships, mutual trust and harmony among employees.

THINKING FRAMEWORK

Work as an activity of human life is a reality that cannot be ignored. Naturally, throughout his life, humans do a job with different conditions and situations according to the needs they face. Needs are related to deficiencies (physical and psychological) below the level that a person experiences. This deficiency causes tension and anxiety which, if not fulfilled, will lead to a stronger urge within the individual. Effort (work) is needed to achieve the desired goal and complete the deficiencies experienced. Without work, humans will experience various obstacles in meeting their needs. Strauss and Sayles (1981:14) say that through work humans can fulfill their needs, one of which is a sense of security.

Security is a very fundamental human need. In organizational life, the need for security (psychological) is the individual's need to be part of a unit or organization. More broadly what is meant by a sense of security is the guarantee of the continuity of the work undertaken and this concerns the certainty of the employee's future. A sense of security will also be felt if a worker gets fair and humane treatment in the organization and is not treated arbitrarily by the management where he works. In addition, security also concerns a sense of security in the face of old age after so many years of someone working.

When individuals feel their work is able to satisfy their inner need for security, they will devote most of their energy to their work and become more involved. As revealed by Beynon (www.e-psikologi.com, 2002) if the needs and personal interests to be achieved by employees in the organization are met then employees will realize the importance of having a willingness to contribute effort and contribution to the interests of the organization by increasing their participation or work involvement. Furthermore, feedback from behavior at work will make the individual believe that his work is an essential part of the individual. On the other hand, if the job is perceived by the individual as not providing the opportunity to fulfill the need for security, it is likely that the individual will withdraw from his job and feel alien to his job. This is as expressed by Romzek (Partina, 2002:25) that feelings about job insecurity will threaten commitment to the organization. Perceptions of job insecurity may reflect the individual's perception that the organization has canceled the psychological contract. The consequence will result in low job involvement. This is certainly not expected to happen by the company because it will hinder the achievement of the company's goals.

The company as a form of organization has a goal to be achieved. In achieving this goal, the company seeks various ways to retain its members, especially members who have potential, members with high work involvement and members who have good achievements. Efforts to retain members, for example, can be done by paying attention to the needs and welfare of employees by providing various benefits and other facilities.

Another way for companies to retain members is by creating a healthy organizational climate. Workers tend to produce better work performance in a pleasant or conducive work atmosphere. A healthy organizational climate will make employees more involved in their work, so that workers are able to show optimal work results. This is as expressed by Steers (Fifi Armiany, et al, 2004: 189) that climate is one of the important factors influencing attitudes and behavior at work. The same thing was expressed by Parker et al (Dahesihsari, 2001: 51) that organizational climate is a significant predictor of employee work attitudes.

Organizational climate is the quality of the environment in an organization that is obtained from the results of employee perceptions either directly or indirectly on a characteristic of the organization. Organizational climate can be considered conducive or not conducive, this depends on the results of the employee's view of the situation in the organization. The combined views of these employees will later form a unique climate in a company.

A positive perceived climate tends to increase a number of work behaviors that companies expect from employees, including high work involvement.

Based on the description above, it can be concluded that a sense of security at work and organizational climate are factors that will greatly affect employee attitudes at work. Lack of perceived or threatened sense of security at work will cause individuals to work not optimally. Meanwhile, if there is a discrepancy in the organizational climate felt by employees with the

expectations that exist within the employee, it will lead to a negative perception of the organizational climate. The feeling of security at work and the perceived positive organizational climate will have an effect on supporting the implementation of employees' work. On the other hand, if these two conditions are felt to be lacking, it will lead to low employee work involvement.

HYPOTHESIS

Referring to the discussion of the variables and the theoretical framework, the authors propose several alternative hypotheses to be tested in this study, namely:

Ha1 : There is a 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.

Ha2 : There is a relationship between a sense of security at work with work involvement in the administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta by controlling the organizational climate.

Ha3 : There is a relationship between organizational climate and work involvement in administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta by controlling a sense of security at work.

RESEARCH METHODS

Variable Identification

There are three variables discussed in this study, namely:

1. Bound Variable (y): Work Involvement
2. Independent Variable (x1) : Sense of Security at Work (Job Security)
3. Independent Variable (x2) : Organizational Climate

Operational Definition

Job Involvement is the level of psychological identification of individuals towards their work which is reflected in their willingness to pursue their work and allows individuals to devote all their talents, energy, expertise and time to carry out their duties which are operationalized through a work involvement scale score consisting of the characteristics of individuals involved in the work. their work, namely: placing work as the main concern in their lives, participating actively in work, considering performance as the center of self-esteem and considering there is consistency between performance and self-esteem.

A sense of security at work is a need within the individual regarding the certainty or guarantee of the continuity of his work in the future without fear of losing the job at any time, which is operationalized through a sense of security scale score at work which includes acceptance factors for support, management, clarity and self-expression.

Organizational climate is the perception of the state of the work environment of a company where a person works which is felt either directly or indirectly by employees and can influence the behavior of the people who are in it, which is operationalized through an organizational climate scale score consisting of quality aspects, leadership, clarity of organizational goals, fairness of compensation, responsibility and trust, participation and communication.

Population and Sample

The population in this study were administrative contract employees of PT. Social Security (Persero) Regional Office III, which in total consists of 16 branch offices with a population of 90 employees. The characteristics of the population in this study are:

- a. Administrative contract employees at PT. Social Security (Persero) KanWil III.
- b. S1 educational background.
- c. Have worked at least 2 years in the company concerned.

In this study, the method used to determine the number of samples is to use the Harry King Nomogram. Based on calculations for a population of 90 people using an error limit of 5%, a sample of 70 people was obtained.

Research Instruments

The instrument used in collecting data in this study was to use a scale, namely the work involvement scale, the sense of security scale at work and the organizational climate scale. The scale used is based on the Likert model.

Instrument Analysis Method

The instrument analysis method used to test the quality of the items that will be used as a measuring tool in this study is validity and reliability.

A test or measuring instrument can be said to have high validity if the tool performs its measuring function, or provides measurement results in accordance with the purpose of the measurement (Saifuddin Azwar, 2003: 5-6). Item validity analysis and correlation test between factors were measured using the Pearson Product Moment correlation coefficient formula.

Reliability means the extent to which the results of a measurement can be trusted. The measurement results can be trusted only if several times the measurement implementation of the same group of subjects obtains relatively the same results, as long as the aspects measured in the subject have not changed (Saifuddin Azwar, 2003: 4). To get an estimate of the reliability of the instrument, a consistency reliability calculation is used internally using the Cronbach Alpha formula (α).

Data Analysis Method

The statistical method used to show the strong relationship between job security and organizational climate with work involvement ($R_{y.x1x2}$) used the double correlation formula. While the statistical method used to test the hypothesis between the variable feeling of security at work and work involvement (r_{yx1}) and between organizational climate and work involvement (r_{yx2}), a partial correlation formula is used on the grounds that partial correlation can be used to determine the relationship between the independent and dependent variables where one independent variable is controlled.

Statistical calculations performed using SPSS 13.00 for windows.

RESEARCH RESULT

The results of the correlation between a sense of security at work and organizational climate with work involvement obtained a value of $R = 0.564$ with $p = 0.000$ ($p < 0.05$). Thus the first hypothesis (H_a) which states "There is a 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" was accepted.

The results of the correlation between a sense of security at work and work involvement by controlling the organizational climate obtained a value of $r = 0.3952$ and $p = 0.001$ ($p < 0.05$). Thus the second hypothesis (H_a) which states "There is a relationship between a sense of security at work and work involvement in administrative contract employees of PT. Social

Security (Persero) Regional Office III Jakarta by controlling the organizational climate” is accepted.

The results of the correlation of organizational climate with work involvement by controlling the sense of security in work obtained values of $r = 0.4878$ and $p = 0.000$ ($p < 0.05$). Thus the third hypothesis (H_a) which states “There is a relationship between organizational climate and work involvement in administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta by controlling the sense of security at work is accepted.

DISCUSSION

The results of data analysis show that there is a significant 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. The results of this study indicate that if a job is able to satisfy the need for security in him, the individual will devote most of his energy to his work and become involved. Likewise, if the working conditions or organizational climate are perceived by employees as a conducive or pleasant climate. A climate that is perceived as pleasant tends to increase a number of work behaviors expected by the company, including high work involvement. Thus, if the creation of a sense of security in working together with perceived working conditions as a pleasant organizational climate, it will create high work involvement. And vice versa if the sense of security felt by employees is low and the organizational climate is also perceived as an unpleasant or not conducive climate, low work involvement will be created.

The results of the partial correlation show that there is a significant relationship between a sense of security at work and work involvement in administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta by controlling the organizational climate. This is supported by the theory stated by Beyman (in www.e-psikologi.com,2002) which states that work involvement or participation will increase if the needs and personal interests to be achieved by employees are achieved in the organization can be met. Thus, employees who feel their work can fulfill their need for security at work will involve themselves in their work and identify themselves with their work. The results of this study are supported by research by Ashford and Ruvio & Rosenblatt (Partina, 2002:15) which shows that there is a relationship between insecurity and a decrease in work involvement.

And the results of the partial correlation between organizational climate and work involvement in administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta by controlling the sense of security at work also shows a significant relationship. The results of this study are supported by the theory proposed by Parker et al (Dahesihsari, 2001: 51) which states that organizational climate is found to be a significant predictor of employee work attitudes. Thus the organizational climate that is perceived as pleasant or conducive will increase work attitudes in the form of employee work involvement, while on the contrary the organizational climate that is perceived as unpleasant by employees will reduce work involvement. The results of this study are supported by research by Brown and Leigh (1996:364) which shows that there is a relationship between organizational climate and work involvement in paper mill sales.

The sense of security and the organizational climate together gave an effective contribution to work engagement by 31.8% where the contribution given by the climate was 19.2% and the contribution given by a sense of security was 12.6%. The remaining 68.2% was contributed by other variables that were not taken into account in this study.

CONCLUSION

Referring to the results of data analysis that has been described, it can be concluded 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. This means that the higher the sense of security felt by employees and the perceived organizational climate as a pleasant climate, the higher the work involvement of PT. Social Security (Persero) Regional Office III Jakarta.

From the results of additional analysis, it is also known that the feeling of security in working for administrative contract employees of PT. Social Security (Persero) Regional Office III Jakarta is in the medium category and its organizational climate is in the normal category, while its work involvement is in the high category.

SUGGESTION

After conducting research, analyzing data and concluding the data obtained in the study, the suggestions that can be considered are as follows:

1. Theoretical suggestions

For those who are interested in studying more about work involvement, they should add other variables that have not been included in this study related to the creation of work involvement.

2. Practical advice

It is recommended for companies to maintain work involvement of their contract employees and also pay attention to aspects that can increase the sense of security in employees and create a better organizational climate through trainings that can provide new skills for employees, involving employees in decision making. , creating a more intimate or open management-employee relationship, and so on.

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