

**PENGARUH *WORKPLACE BULLYING* TERHADAP *JOB INSECURITY*
DAN *BURNOUT* PEGAWAI SEKTOR PUBLIK SERTA PERAN
PERCEIVED ORGANIZATIONAL SUPPORT SEBAGAI MODERASI**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *workplace bullying* dan *Job insecurity* terhadap *burnout* serta fungsi *perceived organizational support* sebagai variabel moderasi. Penelitian ini menganalisis 163 aparatur sipil negara (ASN) di lingkungan kerja Kota Tanjungpinang. Analisis data dilakukan dengan PLS-SEM (Partial Least Squares-Structural Equation Modeling) versi 4.1.1.6. Hasil penelitian menunjukkan bahwa *workplace bullying* berpengaruh signifikan terhadap *Job insecurity*, *Job insecurity* juga terbukti berpengaruh signifikan terhadap *burnout*, *workplace bullying* berpengaruh tidak signifikan terhadap *burnout*. Selain itu, *perceived organizational support* (POS) tidak memiliki efek untuk memoderasi hubungan antara *workplace bullying*, *Job insecurity* dan *burnout*. Temuan ini menunjukkan bahwa walaupun POS merupakan sumber daya penting yang dapat melindungi kondisi psikologis pada pegawai, namun dalam penelitian ini POS tidak memiliki efek moderasi untuk meredam dampak dari variabel lain. Implikasi penelitian ini terbagi menjadi dua yaitu teoritis dan praktis berdasarkan teoritis penelitian ini berkontribusi konseptual terhadap pengembangan teori COR, berdasarkan praktis *workplace bullying* terbukti berdampak pada meningkatnya *Job insecurity* dan *Job insecurity* meningkatkan *burnout* pegawai yang pada akhirnya dapat menurunkan rasa aman pada pegawai. Keterbatasan dalam penelitian ini terdapat pada desain penelitian yang bersifat *cross-sectional*, variabel yang hanya membahas *workplace bullying*, *Job insecurity*, *burnout* dan *perceived organizational support*, sampel pada penelitian ini terlalu kecil. Penelitian ini menyarankan penelitian mendatang untuk memperbesar sampel pada penelitian.

Kata Kunci: *Workplace bullying*, *Job insecurity*, *Burnout*, *Perceived organizational support*.

**THE EFFECT OF WORKPLACE BULLYING ON JOB INSECURITY AND
BURNOUT AMONG PUBLIC SECTOR EMPLOYEES AND THE
MODERATING ROLE OF PERCEIVED ORGANIZATIONAL SUPPORT**

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ABSTRACT

This study aims to analyze the effects of workplace bullying and Job insecurity on burnout, with perceived organizational support serving as a moderating variable. The study analyzed 163 civil servants (ASN) in the workplace environment of Tanjungpinang City. Data analysis was conducted using PLS-SEM (Partial Least Squares-Structural Equation Modeling) version 4.1.1.6. The results of the study indicate that workplace bullying has a significant effect on Job insecurity. Job insecurity was also found to have a significant effect on burnout, while workplace bullying had no significant effect on burnout. Furthermore, perceived organizational support (POS) did not moderate the relationship between workplace bullying, Job insecurity, and burnout. Furthermore, perceived organizational support (POS) did not moderate the relationship between workplace bullying and Job insecurity, did not moderate the relationship between Job insecurity and burnout, and did not moderate the relationship between workplace bullying and burnout. These findings indicate that although POS is an important resource that can protect employees' psychological well-being, in this study POS did not have a moderating effect in mitigating the impact of other variables. The implications of this study fall into two categories: theoretical and practical. From a theoretical perspective, this study makes a conceptual contribution to the development of COR theory. From a practical perspective, workplace bullying has been shown to increase Job insecurity, and Job insecurity leads to employee burnout, which in turn can reduce employees' sense of security. The limitations of this study include its cross-sectional design, the fact that the variables examined were limited to workplace bullying, Job insecurity, burnout, and perceived organizational support, and the small sample size. This study suggests that future research should increase the sample size.

Keywords: *Workplace bullying, Job insecurity, Burnout, Perceived organizational support.*