

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengeksplorasi pengaruh antara *affective job insecurity*, *cognitive job insecurity*, terhadap *life satisfaction*, *job satisfaction* dan *job performance*. Dan juga tentang pengaruh antara *job satisfaction* terhadap *life satisfaction* dan *job performance*. Serta pengaruh antara *life satisfaction* dengan *job performance*. Hal ini merupakan pengembangan dari beberapa penelitian sebelumnya. Survei menggunakan 160 responden dengan metode *purpose sampling* pada Staf Honorer yang bekerja di Pemerintahan Propinsi Banten. Untuk analisa menggunakan analisis faktor serta pemodelan persamaan struktural (SEM) Lisrel.

Temuan dari studi ini adalah *Affective Job Insecurity* berpengaruh positif terhadap *Cognitive Job Insecurity* dan *job satisfaction*, namun tidak berpengaruh terhadap *life satisfaction* dan *job performance*. *Cognitive Job Insecurity* berpengaruh negatif terhadap *Job satisfaction* dan tidak berpengaruh terhadap *life satisfaction* dan *job performance*. Demikian juga *job satisfaction* berpengaruh positif terhadap *life satisfaction* dan *job performance*. Dengan ini harapannya akan memberikan masukan terhadap pemimpin ASN di propinsi Banten dalam menerapkan kebijakannya untuk mendapatkan kinerja yang maksimal.

Kata Kunci - *Affective Job Insecurity, Cognitive Job Insecurity, Life Satisfaction, Job Satisfaction, Job Performance*.

ABSTRACT

This study aimed to explore the relationship between affective job insecurity, cognitive job insecurity, life satisfaction, job satisfaction, and job performance. And also about the relationship between job satisfaction with life satisfaction and job performance. In addition, we were studying the relationship between life satisfaction and job performance. It is a development from several previous studies. The survey used 160 respondents with a purposeful sampling method on Honorary Staf working in Banten province. For analysis using factor analysis and Lisrel structural equation modeling (SEM).

The findings of this study are that affective job insecurity has a positive effect on cognitive job insecurity and job satisfaction but has no impact on life satisfaction and job performance. On the other hand, cognitive Job Insecurity negatively affects job satisfaction and does not affect life satisfaction and job performance. Likewise, job satisfaction has a positive effect on life satisfaction and job performance. With this, he hopes to provide input to ASN leaders in Banten province in implementing their policies to get maximum performance.

The hope is that this can provide a clearer picture for businesses in Asia in developing their sales of middle-class brand products in Asia, especially in Indonesia.

Keywords - *Affective Job Insecurity, Cognitive Job Insecurity, Life satisfaction, Job Satisfaction, Job Performance.*