

THE EFFECT OF JOB INSECURITY ON EMPLOYEE SERVICE INNOVATIVE BEHAVIOR AT AXANA HOTEL PADANG

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Abstract

The purpose of this research is to test the effect job insecurity on innovative work behavior at Axana hotel Padang. The sampling method used purposive sampling with 35 employees. The data analysis in this research used a descriptive statistical test method, derivative tests including validity and reliability, and hypothesis testing. The tool used to test in this research used SPSS 25. The result of this research show job insecurity positively relates to innovative work behavior.

Keywords: *Job Insecurity, Employee Service Innovative*

Abstrak

Tujuan dari penelitian ini adalah untuk menguji pengaruh job insecurity terhadap perilaku kerja inovatif di hotel Axana Padang. Metode pengambilan sampel menggunakan purposive sampling dengan jumlah karyawan 35 orang. Analisis data dalam penelitian ini menggunakan metode uji statistik deskriptif, uji validitas dan reliabilitas, serta pengujian hipotesis. Alat yang digunakan untuk menguji dalam penelitian ini menggunakan SPSS 25. Hasil penelitian menunjukkan bahwa job insecurity berhubungan positif dengan perilaku kerja yang inovatif.

Kata kunci: *Job Insecurity, Employee Service Innovative*

Introduction

The COVID-19 outbreak has had a tremendous impact on various business sectors in the world, one of the sectors most affected is the tourism sector, where various policies in countries around the world force tourism sector business people to work hard to maintain their business. This was also conveyed by (A. Fitri and Y. Winarto, 2020) who stated “that there was a fact that the Indonesian Hotel and Restaurant Association (PHRI) predicted that the hotel and restaurant industry would be severely hit”.

Even almost collapse due to the impact of the majority of regions imposing large-scale social restrictions (PSBB). In addition, thousands and even millions of employees in the tourism sector in the world experience high stress because most of them experience emotional and psychological stress due to uncertain situations.



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Over time, almost 1 year after Covid entered Indonesia, the Government is trying to restore the economy and maintain stability. Through government regulations regarding the permission for the hotel business to operate but by implementing health protocols, the hotels in the city of Padang try to operate with limitations and also low levels of occupancy or guest visits. To maintain the sustainability of the hotel business, hotel business players are tightening their finances. This has an impact on the condition of employees who before Covid and when Covid struck felt insecurity (job insecurity).

At work, efforts to reduce employees, cut salaries, uncertain working hours and also work safety are things that cause insecurity for employees. On the other hand, for employees who are retained or continue to work during the pandemics get opportunities as well as challenges, where opportunities to express ideas and creativity are wide open, where hotel management is required to be able to provide innovative ideas to be able to survive in unstable conditions. For employees who are able to survive and show commitment will open opportunities to improve their careers in the future.

According to (Suciati and Haryono,2015) “job insecurity is the inability to maintain the desired continuity in threatened working conditions”. Job insecurity is “conceptualized as uncertainty and lack of control over future front of the employee's work” (E. Kekesi and C. Agyemang, 2014). “Employees experience increasing job insecurity due to instability in their employment status and increasingly unpredictable levels of income”.

Method

The type of research classified as causal associative research. (Suryabrata, 2003) explains that; “Study Causal associative research is research that aims to investigate the possibility causal relationship by observing the existing effects looking for return the factors that may be the cause through certain data”. This research is “a survey research where one of the advantages lies in generalization, so the more respondents used, the better” (Kerlinger & Lee, 2003). In this study, there were 35 respondents, who worked in Axana hotels in the city of Padang.

Result and Discussion

Normality test

In normal testing, each variable is determined from a probability value which must have a value above 0.05. The following table shows the results of the normality test:

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		35
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	7,84483640
Most Extreme Differences	Absolute	,140
	Positive	,112
	Negative	-,140
Test Statistic		,140
Asymp. Sig. (2-tailed)		,081 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Based on the table above, the asymp sig value on the unstandardized residual is $0.081 > 0.05$, then the data is normally distributed.

Determination Coefficient Test Results (R2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,440 ^a	,194	,170	7,963

a. Predictors: (Constant), Job Insecurity

b. Dependent Variable: Employee Innovative

Based on the table above, the value of R square is 0.194, which means the magnitude of the influence of the job insecurity variable on employee innovation behavior is 19,4% while the remaining 80,6% is influenced by other variables besides the research model.

Hypothesis Testing Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	35,383	8,019		4,413	,000
	Job Insecurity	,718	,255	,440	2,818	,008

a. Dependent Variable: Employee Innovative

Regression equation formed:

$$Y = 35,383 + 0.718X + e$$

Note the positive and negative signs in column B, a positive sign means that the relationship between X and Y is in the same direction, where when X increases, Y also increases. The negative sign means that the relationship between X and Y is opposite, when X ncreases, Y decreases. Based on the table above, it is explained that the constant value is 35,383 with a positive sign, meaning that if the job insecurity variable is zero, then employee innovation behavior has increased. The job insecurity regression value is 0.564 with a positive sign, meaning that every increase in the job insecurity variable will increase employee innovation behavior. In conclusion, the job insecurity variable has a positive and significant effect on employee innovation behavior.

Conclusion

The results showed that job insecurity had a positive and significant effect on innovative work behavior. This is in accordance with research (F. Montani, F. Courcy, A. Battistelli, and H. de Witte, 2021) results showing “that individuals with high awareness can still maintain intrinsic interest and pleasure in carrying out their work, even if the job is considered unsafe”. Thus, they can maintain their fire of motivation and, as a result, invest their energy in implementing innovative behaviors. This finding extends the literature on motivation and workplace innovation, which to date has largely focused on working conditions that increase employees intrinsic motivation and, ultimately, innovative behavior research (D. Liu, K. Jiang, C. E. Shalley, S. Keem, and



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J. Zhou, 2016) but ignore conditions that help employees stay motivated and innovative. when they face unfavorable working conditions. We extend previous research in this domain by showing for the first time that the nature of caring can protect the intrinsic motivation and innovative behavior of employees who are exposed to certain adverse working conditions, namely, job insecurity.

The research conducted by this study has several implications for (S. De Spiegelaere, G. Van Gyes, H. De Witte, W. Niesen, and G. Van Hootegem, 2014) "Job insecurity is a significant factor when it comes to innovative behavior of employees". Although their impact is limited in scope, the literature should recognize job insecurity as a factor in employee innovative behavior. Thus, "the employee innovation literature can build on the extensive literature on the effects of job insecurity on employee outcomes and their findings on moderating effects in the relationship between job insecurity and employee outcomes".

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