

Analysis of The Influence of Job Insecurity and Work Passion on Job Satisfaction in Outsourcing Employees

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Abstract

Job Satisfaction has an important role in work motivation and turnover intention. At PT XYZ it was found that the value of Job Satisfaction was still low. This study aims to see whether factors such as Job Insecurity and passion have an influence on Job Satisfaction. Quantitative research was conducted on 105 outsourced employees of PT XYZ. The data analysis technique used the Partial least Square-Structural Equation Modeling approach with the SmartPLS version 3.3 program. The results showed that Job Insecurity was proven to have a negative and significant effect on Job Satisfaction and Work Passion was proven to have a positive and significant effect on Job Satisfaction. Of the two variables, Job Insecurity and Work Passion, the most dominant influence on Job Satisfaction is Work Passion because it has path coefficients (+0.582) greater than Job Insecurity (-0.452).

Keywords

passion, Job Insecurity, Job Satisfaction..

1. Introduction

Job Satisfaction refers to the likes or dislikes of an employee towards the work environment in which he performs work-related tasks (Pathak & Srivastava, 2020). Employees with high levels of Job Satisfaction will have positive feelings about their jobs, and conversely, employees with low levels of Job Satisfaction will have negative feelings about their jobs. Job Satisfaction is considered as one of the consequences of job insecurity (Shi, 2017). Specifically, the perceived threat of losing valuable job features appears to be related to lower levels of overall perceived fairness which is associated with lower satisfaction with the organization and lower affective commitment, as well as with higher intentions to leave the organization (Lazauskaite-Zabielske et al., 2019). Based on McNeely's research in (Pathak & Srivastava, 2020) the level of Job

Insecurity can affect the well-being of social workers and that dissatisfied workers tend to provide low quality services. Job demands such as work pressure and emotional demands, and so on tend to increase tension and reduce Job Satisfaction, while job resources such as career opportunities, autonomy, work significance, and so on lead to high levels of motivation and Job Satisfaction (Pathak & Srivastava, 2020). Problems related to low Job Satisfaction were also found at PT XYZ. PT.XYZ is a company that provides various business unit services consisting of, Information Technology Contractor & Services, Graphic Design & Digital Offset Printing Services, Staffing Agency & Outsourcing Services. PT.XYZ with Performa Staffing business unit offers outsourcing services specifically for Admin, Accounting Admin, IT Technician, and Barista. Performa Staffing is part of PT.XYZ to be able to meet the needs of human resources and client business by providing high caliber quality workforce (Outsourcing).

Outsourcing is a form of employment relationship that falls into the category of precarious work, a term commonly used internationally to indicate a situation of employment relationship that is not fixed, certain time, casual work, not guaranteed or insecure and uncertain (Herawati, 2010). Outsourcing itself is carried out as a form of company effort in terms of human resource management in order to simplify the recruitment process and reduce the cost of maintaining human resources.

Job Insecurity is one of the factors that affect Job Satisfaction. Job Insecurity is defined as the possibility of job loss, income, and social status associated with work; thus, it clearly impacts extrinsic Job Satisfaction (Yeves et al., 2019). Job Insecurity can be seen as threatening demands, in particular, when demands are higher than resources (provided

by the organization or personally); or when existing resources are insufficient to withstand the impact of job demands on tension, resulting in decreased Job Satisfaction (Yeves et al., 2019). Another factor that affects Job Satisfaction is Work Passion. Work Passion refers to a person's tendency towards preferred self-determining activities that have inherent meaning, are important and require a significant investment of time and energy (Mustafa et al., 2020). Work Passion can cause employees to experience a greater sense of Job Satisfaction and reduce turnover intentions (Mustafa et al., 2020).

1.1 Objectives

Based on the introduction above, the objectives of this study are to find out.

1. Knowing the effect of Job Insecurity on Job Satisfaction owned by Outsourcing employees of PT XYZ. The effect of promotion on interest in using Digital Wallets with pocket money as a moderating variable in Jabodetabek.
2. Knowing the influence of Work Passion on Job Satisfaction owned by Outsourcing employees of PT. XYZ.
3. To determine the effect of Job Insecurity and Work Passion on Job Satisfaction owned by Outsourcing employees at PT XYZ.

2. Literature Review

2.1. Job Satisfaction

Job Satisfaction is a pleasant or positive emotional state, resulting from the perception of one's job as fulfilling or enabling the fulfillment of important job values, provided that these values match one's physical and psychological needs (McPhee, S. D. & Townsend, L. J., 1992) in (Tarkar et al., 2019). Job Satisfaction can also be defined as an individual's feelings towards their job, which has a direct and significant impact on work motivation (Karabiyik, B. & Korumaz, M., 2014) and (Pathak & Srivastava, 2020). Job Satisfaction refers to an employee's like or dislike of the work environment in which he or she performs work-related tasks (Calitz, T., Roux, A., & Strydom, H., 2014) in (Pathak & Srivastava, 2020). Job Satisfaction is defined in different ways. According to Vroom (1964), Job Satisfaction is 'an individual's positive orientation toward the role currently occupied', while Hackman and Oldham (1975) in (Tarkar et al., 2019) define it as 'the extent to which employees are satisfied and pleased with their jobs'. Job Satisfaction can be seen as the subjective feelings that individuals have towards their career, their general satisfaction with their choice of career path and the activities that make up this career path (Greenhaus, J. H., Parasuraman, S., & Wormley, W. M., 1990) in (Coetzee & Bester, 2019). Job Satisfaction is understood as an effective response to work (Tett & Meyer, 1993) in (Tarkar et al., 2019).

Job Satisfaction of social workers is significantly influenced by work-related factors such as autonomy, participation in work-related decision making, flexibility, supervision, and growth opportunities (Pathak & Srivastava, 2020). Barber (1986) in (Pathak & Srivastava, 2020) identified the job itself, recognition, supervision, salary, job security, sense of accomplishment, relationships with coworkers as factors that predict social workers' Job Satisfaction. Job Satisfaction mediates the relationship between Job Insecurity and other aspects, such as organizational citizenship behavior, deviant behavior, anxiety, anger, and burnout (Reisel et al., 2010) in (Yeves et al., 2019); exit, voice, loyalty, 2019); exit, voice, loyalty, and neglect (EVLN) (Tayfur et al., 2018) in (Yeves et al., 2019); life satisfaction of family members (Emanuel et al., 2018); and Decent Work (Emanuel et al., 2018; Tayfur et al., 2018; Masdonati et al., 2019) in (Yeves et al., 2019).

2.2 Job Insecurity

Job Insecurity is defined as an employee's perception of threat and powerlessness in relation to the employee's current job (Greenhalgh, L. & Rosenblatt, Z., 1984) in (Shi, 2017). Job Insecurity refers to an individual's perception of the threat of losing his job (Choi, S. L., Heo, W., Cho, S. H., & Lee, P, 2020) in (To et al., 2020). Job Insecurity also refers to the subjective experience of losing the job itself and/or its valuable features (Lazauskaite-Zabielske et al., 2019). Job Insecurity, which is obtained from perceived changes in working conditions, will have severe consequences for the vitality of the organization as well as its competitive ability (Sverke et al., 2004) in (Lazauskaite-Zabielske et al., 2019).

Perceived job insecurity can be influenced by personal factors such as gender, age, education level, and personality traits and macroeconomic factors such as unemployment rate, consumer price index, gross domestic product (GDP), and government spending (To et al., 2020). Factors affecting job insecurity: macro-level factors, including the

institutional configuration of the social safety net, and micro-level factors, including employment contracts, and work and life styles. The second study considers that the influence of macro-level factors is fundamental while the influence of micro-level factors is relatively obvious. Third, when macro-level factors cover all employees equally, micro-level factors can show a significant influence on employees' job insecurity (Shi, 2017). Other factors may also trigger perceptions of job insecurity, such as the social protection system, age and age stereotypes, economic conditions, and so on; this suggests further studies are needed in the context of Chile and countries in Latin America (Yeves et al., 2019). As a demographic factor, age has the potential to influence Job Insecurity and its relationship with Job Satisfaction (Yeves et al., 2019).

Job Insecurity has been shown to impact individual behavior, well-being, and work attitudes (Sverke et al., 2006) in (Yeves et al., 2019). Negative consequences of Job Insecurity include, for example, increased burnout (Aybas et al., 2015) in (Yeves et al., 2019), decreased well-being (Berntson et al., 2010; Green, 2011) in (Yeves et al., 2019). and life satisfaction (Silla et al., 2009; Sora et al., 2010) in (Yeves et al., 2019). From a job dependence perspective (Greenhalgh, L. & Rosenblatt, Z., 1984) in (Yeves et al., 2019), older workers are more prone to Job Insecurity because they are more dependent on their current job (Cheng and Chan, 2008) in (Yeves et al., 2019). In addition, older employees tend to perceive themselves as less employable when comparing themselves to younger peers (Van der Heijden, 2002; Rothwell and Arnold, 2007; Wittekind et al., 2010; Froehlich et al., 2015; Peeters et al., 2016) in (Yeves et al., 2019).

Meta-analytic studies (e.g. Cheng and Chan, 2008; Sverke et al., 2002) in (Lazauskaite-Zabielske et al., 2019) show Job Insecurity is related to lower Job Satisfaction and organizational commitment, thus also affecting higher turnover intention in various occupations and industries. Although modern organizational flexibility involves a certain degree of uncertainty about the future in the organization (Benach et al., 2014) in (Lazauskaite-Zabielske et al., 2019), in Job Insecurity remains one of the most prominent psychosocial risk factors (Lazauskaite-Zabielske et al., 2019). Therefore, organizations can benefit from using clear procedures and explicit communication about future organizational plans (see De Witte et al., 2015) and also offer job security (Lazauskaite-Zabielske et al., 2019).

2.3 Fulfillment

In career development, Fulfillment is one of a series of lifelong activities with career exploration, formation, success (Dessler, 2017). The fulfillment of needs is a condition of quality of life and social well-being. If needs remain unmet, there is a feeling of lack or deficit that has a negative impact on individuals and society. Needs can serve as a key regulator of social development. Needs research has produced different theories with respect to needs and their fulfillment (Juliet M et al., 2014). Robert H. Schaffer (1953) developed a simple conceptual approach to job satisfaction known as Fulfillment Theory. Fulfillment Theory states that: Overall Job Satisfaction will vary directly with the extent to which individual needs that can be satisfied in a job are actually satisfied. The stronger the need, the more closely job satisfaction depends on its fulfillment (Schaffer, 1953).

2.4 Work Passion

Work Passion has been defined as a strong emotion that empowers the mind and motivates the individual in the formation of new ideas/goals giving him/her a sense of purpose, leading to his/her attachment to the activity, creating a lasting and significant impact on his/her behavior (Marsh, H.W., Vallerand, R.J., & Lafrenie`re, M.-A.K., 2013) in (Pathak & Srivastava, 2020). Work Passion is conceptualized as a strong tendency to invest time and energy into important activities (Vallerand et al., 2003) in (Pathak & Srivastava, 2020). Emotions such as passion are an important component of working in a company as they have been shown to influence many activities and decisions (Kellermanns et al, 2014; Shepherd 2016) in (Mustafa et al., 2020). As a form of intrinsic motivation, employees with work passion are more likely to thrive and stay motivated in their roles (Bernhard and O'Driscoll, 2011; Ramos et al, 2014) in (Mustafa et al., 2020).

Work Passion refers to a person's inclination towards a preferred self-defining activity that has inherent meaning, importance and requires a significant investment of time and energy (Vallerand and Houffort, 2003) in (Mustafa et al., 2020) and has been positively associated with superior employee work attitudes (Mustafa et al., 2020). Studies on Work Passion have focused on the extent to which employees find and experience meaning, interest and emotional attachment to the work they do (Forest et al., 2011; Vallerand, 2008) in (Mustafa et al., 2020). Contextual factors (i.e. work environment, external job market, social and family domains) can facilitate or hinder the development of Work Passion and Job Satisfaction (Coetzee & Bester, 2019).

3. Methods

This study used a quantitative method using questionnaires and literature studies as the instrument. Respondents were asked to respond to questions related to variables. Questions related to the variables were measured using a Likert scale of 1 to 6. The questionnaires were distributed online via google forms. The Google form was set to ensure that one respondent can only respond one time and that all questions required an answer before moving to the next question. At the beginning of the questionnaire, there was brief information about the study and data confidentiality assurance. Respondents were also asked to state their willingness to enroll in the study voluntarily.

4. Data Collection

The data collection method of this research is an online questionnaire method using google form with respondents targeted are outsourcing employees in PT. XYZ.

The data used in this study are primary data. Primary data collection was carried out by distributing structured questionnaires to respondents directly with social media. Questionnaire filling is done directly by the respondent. The variable measurement scale carried out in this study uses a 6-point Likert scale.

5. Results and Discussion

5.1 Numerical Results

Average Variance Extracted

Average variance extracted, extracted serves to evaluate convergent validity. In partial least square (PLS) testing, the average variance extracted is 0.5. If the average variance extracted value is above the value of 0.5 or higher, it indicates that the average construction can explain more than half of the indicator variables and meets the average variance extracted requirements (F. Hair et al., 2014).

Table 1. Average Variance Extracted

Variabel	Average Variance Extracted	Rumus
<i>Job Insecurity</i>	0,840	0,5
<i>Work Passion</i>	0,733	0,5
<i>Job Satisfaction</i>	0,853	0,5

Based on the results in Table 1 Job Insecurity has an Average Variance Extracted value of $0.840 > 0.5$, the Job Insecurity indicator is valid, also Work Passion has an Average Variance Extracted value of $0.733 > 0.5$, the Work Passion indicator is valid. And Job Satisfaction has an Average Variance Extracted value of $0.853 > 0.5$, so the Job Satisfaction indicator is valid.

Discriminant Validity

Discriminant validity is the extent to which a construct is truly different from other constructs. One method to assess discriminant validity is to test indicator cross loadings. The outer loadings of indicators on the relevant construct should be greater than all loadings on other constructs.

Table 2 Discriminant Validity

Kode	<i>Job Insecurity</i>	<i>Job Satisfaction</i>	<i>Work Passion</i>
J11	0,904	-0,570	-0,408
J12	0,929	-0,599	-0,452
J13	0,881	-0,668	-0,517
J14	0,950	-0,701	-0,562
JS1	-0,640	0,913	0,785
JS2	-0,687	0,916	0,839
JS3	-0,652	0,953	0,799
JS4	-0,592	0,912	0,820
WP1	-0,202	0,536	0,764
WP2	-0,322	0,636	0,839
WP3	-0,371	0,706	0,894
WP4	-0,466	0,752	0,909
WP5	-0,462	0,770	0,873
WP6	-0,544	0,822	0,789
WP7	-0,683	0,928	0,890

Based on the results in Table 2, the correlation of Job Insecurity, Job Satisfaction and Work Passion with their indicators is higher than other constructs. Except for the WP6 and WP7 indicators where the Work Passion correlation is lower than the Job Satisfaction construct, namely $0.789 < 0.822$ and $0.890 < 0.928$, so it must be removed from the table.

Table 3 Discriminant Validity 2

Kode	<i>Job Insecurity</i>	<i>Job Satisfaction</i>	<i>Work Passion</i>
J11	0,904	-0,570	-0,308
J12	0,929	-0,600	-0,364
J13	0,881	-0,668	-0,398
J14	0,950	-0,701	-0,456
JS1	-0,640	0,911	0,655
JS2	-0,687	0,918	0,766
JS3	-0,652	0,952	0,684
JS4	-0,592	0,912	0,741

WP1	-0,202	0,537	0,842
WP2	-0,322	0,638	0,903
WP3	-0,371	0,706	0,927
WP4	-0,466	0,752	0,919
WP5	-0,462	0,770	0,873

After the WP6 and WP7 indicators are removed and re-analyzed, the results are shown in Table 3. Based on Table 4. the correlation of Job Insecurity, Job Satisfaction and Work Passion with their indicators is higher than other constructs, so all statement items have good discriminant validity.

Composite Reliability

Composite reliability is used for internal consistency reliability measures, composite reliability > 0.6 then the questionnaire is reliable (F. Hair et al., 2014).

Table 4 Composite Reliability

Variable	Cronbach Alpha	Composite Reliability
<i>Job Insecurity</i>	0,936	0,954
<i>Work Passion</i>	0,937	0,952
<i>Job Satisfaction</i>	0,942	0,959

Based on the results in Table 4 Job Insecurity has a Cronbach alpha value of $0.936 > 0.6$ and a composite reliability of $0.954 > 0.6$, Job Insecurity is reliable. Work Passion has a Cronbach Alpha value of $0.937 > 0.6$ and a Composite reliability of $0.952 > 0.6$, so Work Passion is reliable. Job Satisfaction has a Cronbach Alpha value of $0.942 > 0.6$ and a Composite reliability of $0.959 > 0.6$, so Job Satisfaction is reliable.

Coefficient of determination (R²)

To find out how the effect / influence of the independent variable on the dependent variable with a range from 0 to 1, the researcher uses the Coefficient of Determination (R²) which has 3 parts to be able to distinguish the results of the coefficient of determination value, namely substantial (0.75), moderate (0.50), and weak (0.25), provided that the greater the value of R² close to 1, the better the model used in the study (F. Hair et al., 2014).

Table 5 Table of Coefficient of determination

Variable	R Square	Kekuatan
<i>Job Satisfaction</i>	0,765	Substantial

Based on Table 5, the r square value of 0.765 means that Job Insecurity and Work Passion have an effect of 76.5% on Job Satisfaction and the remaining 25.5% is influenced by other factors not explained in this study. The r square category in this study is substantial

Effect Size (f2)

Effect size serves to analyze / measure how much the latent variable contributes to the value (R2) of the target construct. If the F2 value is 0.02, it is considered small, if the f value is 0.15 it is considered medium and if it is 0.35 it is considered large (F. Hair et al., 2014).

Table 6 Effect Size (F2)

Variable	F²	Rule of Thumb	Effect Size
<i>Job Insecurity terhadap Job Satisfaction</i>	0,714	0,35 (Besar) 0,14 (Sedang) 0,02 (Kecil)	Besar
<i>Work Passion terhadap Job Satisfaction</i>	1,184	0,35 (Besar) 0,14 (Sedang) 0,02 (Kecil)	Besar

Based on the results in Table 6 that there is an f2 value on the Job Insecurity variable on Job Satisfaction of 0.714 which shows that Effect Sizes has a large value, and on the Work Passion variable on Job Satisfaction there is an f2 value of 1.184 which shows that Effect Sizes has a large value.

Model Fit

Based on Table 7, the results of testing the fit model obtained NFI 0.853 which indicates that the model used is 85% fit. (F. Hair et al., 2014)

Table 7 Model Fit Test Results

Hipotesis	Path Coefficient	T-Statistics	Kesimpulan
H1: <i>Job Insecurity</i> memiliki pengaruh negatif dan signifikan terhadap <i>Job Satisfaction</i>	-0,452	7,127	H1 diterima
H2: <i>Work Passion</i> memiliki pengaruh positif dan signifikan terhadap <i>Job Satisfaction</i>	0,582	9,335	H2 diterima

5.2 Graphical Results

Outer Loadings

Outer Loadings are the results of a single regression with indicators, measurement models as dependent variables and constructs as independent variables. And for this test using partial least square (PLS), the outer loadings indicator value must be above 0.7. If the indicator has a value below 0.7, it is said to be invalid (F. Hair et al., 2014).

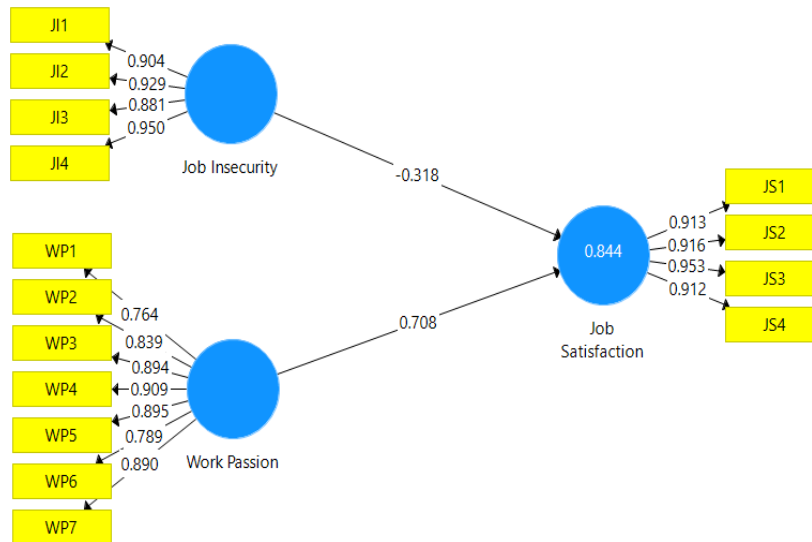


Figure 1 Validity Test

Based on Figure 1 Job Insecurity has outer loadings > 0.7, so all statement items are valid. Work Passion has outer loadings > 0.7 so all statement items are valid. And also, Job Satisfaction has outer loadings > 0.7, so it is the same as the others that all statement items are valid.

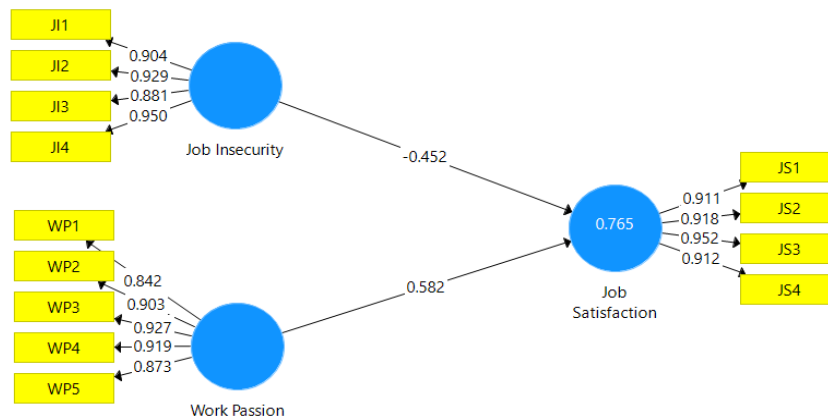


Figure 2 Validity Test 2

Based on Figure 2, namely the Validity Test after WP6 and WP7 are deleted and recalculated again, Job Insecurity has outer loadings > 0.7, so all statement items are valid. Work Passion has outer loadings > 0.7, so all statement items are valid. And also, Job Satisfaction has outer loadings > 0.7, so it is the same as the others that all statement items are valid.

Path Coefficients

Path Coefficients have a function to determine the attachment of one variable to another which has a range between -1 to +1. A negative sign (-) means that the variables have a negative relationship, and a positive sign (+) means that the variables have a positive relationship (F. Hair et al., 2014).



Figure 3 Path Coefficient Diagram of Path Analysis

Based on the output results when viewed through the diagram in Figure 3, it can be seen that Job Insecurity has a negative influence on Job Satisfaction of -0.452 and Work Passion has a positive influence on Job Satisfaction of 0.582.

T-Statistic

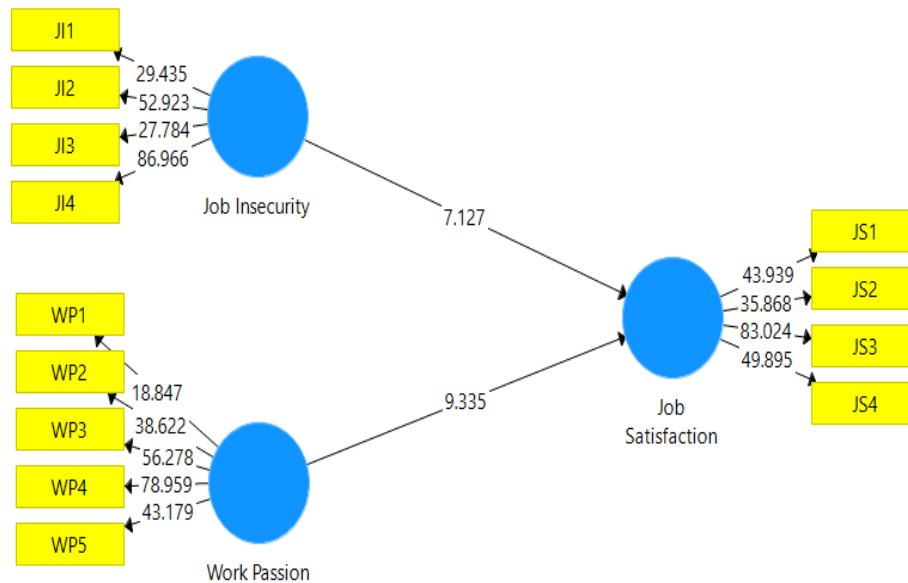


Figure 4. Diagram of T-Statistic Test Results (Bootstrapping)

Based on the output results when viewed through the diagram in Figure 4, the effect of Job Insecurity on Job Satisfaction is significant because the T-Statistic value is above 1.96, which is 7.127 and the effect of Work Passion on Job Satisfaction is significant because the T-Statistic is above 1.96, which is 9.335 (F. Hair et al., 2014).

5.3 Proposed Improvements

1. For management, in order to make efforts to pay more attention to outsourced employees because Job Insecurity and Work Passion that they experience in the company have a significant effect on Job Satisfaction, meaning that the more Job Insecurity is reduced and the increase in Work Passion the higher the Job Satisfaction of outsourced employees in the company so that the higher the encouragement of outsourced employees to stay in the company, so it is necessary to periodically consult with management regarding complaints and conditions of outsourced employees.

2. Based on Descriptive Analysis, the statement items on average have a good score value, but some items with the lowest and highest score values so that they need improvement are:

a. Variable Job Insecurity indicator with the highest score JI2 "I often feel worried about my future in the current company.", this shows that respondents are still unsure and have feelings of worry about the respondent's future in the current company. Suggestions for companies to provide greater opportunities for outsourcing employees to become permanent employees, then provide greater opportunities for outsourcing employees to get promotions and create a pleasant work atmosphere and improve facilities and benefits to outsourcing employees so that they can make outsourcing employees have a feeling of security to work in the company.

b. Work Passion variable indicator with the lowest score WP7 "My current job is very interesting to me.", this shows that respondents are less sure that their current job is very interesting to them. Suggestions for companies to be able to create programs that can help employees to learn and explore their fields in a more interesting way so that employees can like their work more. Then, conduct more maximum monitoring of employees regarding employee performance in doing their work. In addition, the workload and flexibility of working hours can also be applied so that employees feel a little relief and can adjust their time with their work.

c. Variable Job Satisfaction indicator with the lowest score JS2 "I would recommend my current job to my friends.", this shows that respondents are less confident that they will recommend their current job to the respondent's friends. Suggestions for companies to improve a comfortable and pleasant work atmosphere and ensure employees feel safe with the position and work being carried out.

3. For future researchers: There are only two independent variables in this study, namely Job Insecurity and Work Passion, for future research it is necessary to add other variables that contribute to Job Satisfaction in Outsourcing employees, such as work life balance, career development and other variables. Recommendations for future research are research using mixed methods (Quantitative and qualitative).

5.4 Validation

1. Job Insecurity Affects Job Satisfaction

This study aims to analyze and confirm the relationship between Job Insecurity and Job Satisfaction. Based on Table 4.9, the results of the path coefficients and T-Statistics (Bootstrapping) test through Smart PLS media on H1 (Job Insecurity has a negative and significant effect on Job Satisfaction) obtained a path coefficients value of -0.452 where if the path coefficients test results show negative results (-) then the effect of exogenous variables (Job Insecurity) on endogenous variables (Job Satisfaction) is negative. Meanwhile, the T-Statistics (Bootstrapping) test obtained a value of 7.127 which if the test results > 1.96, it shows that the exogenous variable (Job Insecurity) has a significant effect on the endogenous variable (Job Satisfaction) which means that the hypothesis H1 is accepted.

This is evidenced by research conducted by (Demirović Bajrami et al., 2021) which states that Job Insecurity has a negative and significant effect on Job Satisfaction. In addition, research by (To et al., 2020) also proves that Job Insecurity has a negative and significant correlation with Job Satisfaction.

Job Insecurity is an individual's perception of the threat of losing his job (Choi, S. L., Heo, W., Cho, S. H., & Lee, P, 2020) in (To et al., 2020). Perceived Job Insecurity can be influenced by personal factors such as gender, age, education level, and personality traits and macroeconomic factors such as unemployment rate, consumer price index, gross domestic product (GDP), and government spending (To et al., 2020).

2. Work Passion Affects Job Satisfaction

This study aims to analyze and confirm the relationship between Work Passion and Job Satisfaction. Based on Table 4.9, the results of the path coefficients and T-Statistics (Bootstrapping) tests through Smart PLS media on H2 (Work Passion has a positive and significant effect on Job Satisfaction), the path coefficients value is 0.582 where if the path coefficients test results show positive results (+) then the influence of exogenous variables (Work Passion) on endogenous variables (Job Satisfaction) is positive. Then the T-Statistics (Bootstrapping) test results obtained a value of 9.335 where the test results must have a value > 1.96 to be said to have a significant effect, these results prove that the exogenous variable (Work Passion) has a significant effect on the endogenous variable (Job Satisfaction), therefore hypothesis H2 is accepted.

This is evidenced by research conducted by (Mustafa et al., 2020) that Work Passion has a positive and significant influence on Job Satisfaction. Likewise, research conducted by (Coetzee & Bester, 2019) proves that Work Passion has a positive and significant correlation with Job Satisfaction. Then research by (Tarkar et al., 2019) also found similar results, namely Work Passion has a positive and significant correlation with Job Satisfaction.

Work Passion is the extent to which employees find and experience meaning, interest, and emotional attachment to the work they do (Forest et al., 2011; Vallerand, 2008) in (Mustafa et al., 2020). Factors that can facilitate or hinder the development of Work Passion are the work environment, external labor market, social domain and family (Coetzee & Bester, 2019).

6. Conclusion

Based on the results of the discussion and interpretation of the research, the author will conclude that.

1. Job Insecurity is proven to have a negative and significant influence on Job Satisfaction. This can be seen from the path coefficients value of -0.452, p-value 0.000 < 0.05 and t-statistic value 7.127 > t-table (1.96).
2. Work Passion is proven to have a positive and significant influence on Job Satisfaction. This can be seen from the path coefficients value of +0.582, p-value 0.000 < 0.05 and t-statistic value 9.335 > t-table (1.96).
3. Of the two variables, namely Job Insecurity and Work Passion, the most dominant effect on Job Satisfaction is Work Passion because it has a path coefficients value (+0.582) greater than Job Insecurity (-0.452).

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