

## Hope, Social Support, Trust, and Significancy of Job Security in Improving Well-Being

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The aim of this study was to verify that job security has indirect influence on well-being by means of hope, social support and trust. Two hundred and eighteen responders, who were working either at an oil company or in an automotive company based in Jakarta, were selected to test this hypothetical model. Purposive Sampling technique was used to compile the data needed, which were recorded as scales of wellbeing, hope, social support, trust, and job security. Structural Equation Model was used to analyze the data. The results showed that the hypothetic model was fit, where job security could not influence wellbeing directly. Having hope, social support and trust, however, could enable those who have high rank of job security, to reach their well-being. Further studies are needed for wider-ranging applications of this new model. Innovative technique developments are still recommended to overcome this new model's constraints.

*Key words:* job security, hope, well-being, conservation of resources (COR)

Penelitian ini bertujuan untuk membuktikan hipotesis, bahwa *job security* berpengaruh tidak langsung terhadap *well-being*, melalui *hope*, *social support*, dan *trust*. Sebanyak 218 responden, yaitu karyawan yang bekerja pada perusahaan minyak internasional ataupun perusahaan otomotif di Jakarta, telah dipilih untuk menguji model hipotesis. Teknik sampling yang digunakan adalah purposive sampling, dengan skala *well-being*, *hope*, *social support*, *trust*, dan *job security*. Analisa data dilakukan melalui Structural Equation Model. Hasil penelitian menunjukkan, bahwa *job security* berpengaruh tidak langsung terhadap *well-being*. Adanya *hope*, *social support*, dan *trust*, memungkinkan individu yang memiliki *job security* yang tinggi, mencapai *well-being*. Penelitian lebih lanjut masih perlu dilakukan untuk generalisasi model hipotesis ini, termasuk menggunakan teknik-teknik yang menjadi keterbatasan penelitian ini.

*Kata kunci:* kontinuitas pekerjaan, harapan, kesejahteraan, konservasi sumber daya

Globalization has significant impacts on working environment. Slim, efficient, and effective organization has become necessity to be accomplished in order to be competitive. Beside forms of organization, organizational culture is also influenced because of company merger, less supervision involvement, and advances in technology (McShane & Von Glinow, 2005). This condition can threaten individual job security, induces many kinds of stress in working environment as well as in private lives of the workers (Hobfoll, 1989).

According to National Center of Statistics (2009), 99% of bussiness organizations in Indonesia have productivity problems. According to Cascio (2003), productivity is basically influenced by condition of well being

of the working individuals. How is well being condition of workers in Indonesia? Unstable economic conditions as the impacts of monetary crisis in 1997 could be a threat to job security. How is job security level in Indonesia? Does it influence well-being? Are there variables to cope with threats on job security so that individuals still in well being condition to support productivity in unstable economic conditions? The purpose of this study was to test the hypothetical model; job security indirectly influences well being through hope, social support, and trust.

### Well-Being

Well-being has different concept with welfare, since welfare is a picture of individual evaluation of income that can contribute to well being through material and service that can be bought (Van Praag & Frijters, 1999).

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