

**INVESTIGATING EMPLOYEE PERCEPTION ABOUT JOB
INSECURITY
TOWARDS EMPLOYEE ENGAGEMENT DURING THE
COVID-19 IN “X HOTEL” IN BANDUNG**

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June, 2021

ABSTRACT

**Investigating Employee Perception About Job Insecurity Towards
Employee Engagement During The Covid-19 In “X Hotel” In Bandung**

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Orientation: The inter-individual differences of employees might affect their engagement. However, job engagement might also be influenced by job insecurity.

Research purposes: The objective of this study was to examine the relationship between job insecurity and job engagement.

Motivation for the study: Job engagement leads to positive individual and organizational outcomes, and study on the determinants will give useful information for diagnosis and intervention..

Research design, approach and method: A correlational design was used. Survey design was conducted among 110 employees in several departments in the hotel. The measuring instruments included the Psychological Empowerment Questionnaire which includes job description, job commitment, emotional exhaustion, job performance, strategic alignment and job satisfaction.

Main findings: Statistically significant relationships were found between job insecurity and Job engagement have an impact of 5.8%. Thus also presenting effective information, which of all the indicators has the most effect. Therefore, the result of the research will directly present further information towards the employess perception during the Covid-19 Pandemic by which relates to the future improvement by the organization.

Practical implications: The findings imply that initiatives focusing on the job engagement of workers during the pandemic (i.e. meaningfulness, competence, self-determination, and impact) will contribute to employee job engagement (vigour, devotion, and assimilation). When job instability is high, it is critical to focus on employee psychological empowerment.

Keywords: Job Insecurity, Job Engagement, Employee Perception, Hotel Industry

STATEMENT BY THE AUTHOR

I hereby declare that this submission is my own work and to the best of my knowledge, it contains no material previously published or written by another person, nor material which to a substantial extent has been accepted for the award of any other degree or diploma at any educational institution, except where due acknowledgement is made in the thesis.



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DEDICATION

I dedicate this research for my family, advisor who has been supportive. Moreover, to Intercontinental Hotel to present supportive information for this research.



ACKNOWLEDGEMENTS

First and foremost, I would like to thank God who has given his blessing over these 4 years of University . Without his support without his guidance I would be able to complete my thesis sucessfully for my bachelor’s degree.

- I would also like to thank my family, for supporting me mentally, physically and financially which really helped me throughout my thesis.
- Special Appreciation to the foremost best advisor, Rano Abryanto, S.Tr.Par, M.Par, Thank you for all the guidance, patience, attention and encouragement without time limitation through my proses of writing the thesis but ensures that I got my thesis work done.
- All my lecturers at Swiss German University, for all the knowledge for the past 4 years of my bachelor studies.
- Grateful Acknowledgements to my friends who has been supportive and encouraging.
- My respondents for their valuable contributions and their time are sincerely appreciated , I would not able to finish my questionnaire data without your participation.
- Likewise I would like to extend gratitude to the SGU’s Library, Internship department and the members who guided me during the times most needed.

My deepest gratitude to everyone who have helped me gain more experience, support, skills and knowledge during this 4 years.

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