

The Influence of Job Insecurity on Psychological Utility Through Job Burnout Among Employees

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ABSTRACT: The aim of this research is to assess the significance of job insecurity on psychological utility at PT. Elang Jagad in Sidoarjo. The respondents in this study were employees working at PT. Elang Jagad, with a total of 50 questionnaires distributed. This research utilized a saturated sample and employed a sampling method commonly used in quantitative research. As a result, 50 employees were used as the research sample. The data analysis method employed was descriptive statistical analysis, specifically using SEM-PLS testing. The software used for data processing was SmartPLS 4.0. The external model analysis (measurement model) was applied to analyze the data. This research employed validity and reliability testing. Further model analysis (structural model evaluation) included model fit testing, bootstrapping for hypothesis testing, and cross-validated redundancy assessment (Q2). The results of the tests indicated that: 1) job insecurity has a significant and positive influence on job burnout; 2) job insecurity has a considerable impact on psychological utility; and 3) job burnout has a strong influence on psychological utility. This research provides additional insights for companies to monitor their employees and highlights the importance of the impact of job insecurity on psychological utility through job burnout at PT. Elang Jagad in Sidoarjo. Furthermore, it is expected to serve as a guideline, reference, or inspiration for future research aiming to develop similar studies, and it is hoped that the results of this study will be beneficial for readers and expand understanding on the topic.

KEYWORDS: Job Insecurity, Psychological Utility, Job Burnout

INTRODUCTION

Human resources, often referred to as HR, relate to individuals who possess the ability to carry out activities within an organization. High-quality human resources are individuals who have the ability, knowledge, competence, and skills to deliver satisfying service quality (Noerchoidah et al., 2020). Human resources encompass many aspects such as planning, organizing, coordinating, executing, and supervising the procurement, development, remuneration, integration, maintenance, and separation of labor— all of which aim to achieve the goals of an organization (Winanti et al., 2023).

Employees in a company naturally require a sense of security and comfort in their work without worrying about things that should not be a concern (Hartono et al., 2020). Job insecurity refers to employees who feel that their job is under threat and are unable to do anything to address the issue (Medysar et al., 2019). Job insecurity is a condition where individuals, although working as expected, experience psychological disturbances due to concerns about the continuity of their employment or other uncertainties within the organization in the future (Putri & Arianto, 2024).

Job burnout experienced by employees can be triggered by job insecurity. Burnout may arise due to heavy workloads imposed by superiors and the pressure to complete tasks within the same day, sometimes requiring overtime. When employees bear heavy tasks alone, they may feel insecure at work, eventually leading to feelings of helplessness and burnout. Burnout is a syndrome of emotional, mental, and even physical exhaustion associated with low self-esteem (Candra & Fenia, 2024).

The increasing work demands experienced by employees, leading to burnout from various contributing factors, can impact their psychological utility. Psychological utility is a rarely understood concept by the general public. In broad terms, it refers to the benefit or measurement of how far psychology can enhance or otherwise affect an individual. Psychology itself is an empirical science that studies mental dynamics and processes in individuals, ultimately serving as a knowledge base to change and

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improve one's behavior (Saifuddin, 2022). Psychological utility refers to the personal experience of individuals in certain activities. In this context, it encompasses aspects such as satisfaction, motivation, and well-being for each individual (Obschonka et al., 2023).

This study integrates three important concepts: job insecurity, job burnout, and psychological utility. Although each of these concepts has been studied individually, this research explores a new relationship between them in the context of a specific company, offering fresh insight into how job insecurity can impact psychological utility through burnout. With a focus on PT. Elang Jagad, this research offers a local perspective that may differ from previous studies focusing on large corporations in major cities. This may provide new understanding or awareness in local organizations about the importance of employee well-being.

The study highlights the role of job burnout as a mediator—an aspect not often explored in the relationship between job insecurity and psychological utility. By demonstrating that burnout can strengthen the link between job insecurity and psychological utility, this study contributes new findings to the existing literature. The findings offer practical recommendations for the management of PT. Elang Jagad to develop strategies in supporting employees, addressing job insecurity, and minimizing burnout. This could help the company create a more adaptive and responsive work environment. Therefore, the objectives of this study are:

1. To analyze how job insecurity influences job burnout among employees of PT. Elang Jagad in Sidoarjo..
2. To analyze how job insecurity affects psychological utility among employees of PT. Elang Jagad in Sidoarjo.
3. To analyze how job burnout affects psychological utility among employees of PT. Elang Jagad in Sidoarjo.
4. To analyze how job insecurity affects psychological utility through job burnout among employees of PT. Elang Jagad in Sidoarjo.

LITERATURE REVIEW

Job Insecurity

Job insecurity is a situation in which employees feel threatened in their jobs and are unable to take action to overcome the problems they face (Medysar et al., 2019). Job insecurity is not only about the threat of losing one's job but also involves psychological threats experienced by individual employees (Putri & Arianto, 2024).

Job insecurity among employees can influence the organizational environment. Several factors can cause employees to feel unsafe in their jobs (Rahman et al., 2022). Including:

1. Risky Job Duties
High-risk jobs that affect employees' safety, health, and well-being can lead to anxiety, insecurity, and discomfort at work.
2. Threats
Perceived threats from superiors—either internally within the company or externally—can create feelings of vulnerability.
3. Powerlessness
This is a condition where employees lack the capacity to solve problems effectively due to physical, mental, or emotional limitations.

Psychological Utility

Psychological utility refers to an individual's personal experience with certain activities they are involved in (Nersiwad & Hartono, 2021). In essence, psychological utility measures the quality of life of an individual. A person's psychological state can be said to be impaired when they experience anxiety, tension, irritability, or a tendency to procrastinate (Nurwidiawati & Rahayu, 2024). Such psychological disturbances can reduce quality of life, such as loss of interest or pleasure in enjoyable activities (Sulistiyorini & Sabarisman, 2017).

Factors influencing psychological utility in daily life, as stated by (Nurdiaw & At, 2018) include:

1. Mental and Physical Condition
2. Social Support
3. Time Management

Job Burnout

Job burnout is a condition marked by the decline of mental or physical energy associated with work, which can sometimes be linked to the job itself or physical illness (Candra & Fenia, 2024). Psychologically, job burnout can result in emotional damage, negative attitudes, and harmful behaviors toward one's work, social relationships, and professional roles. Although this is not purely an individual issue, it does affect the work environment (Bouza & López-Cuadrado, 2020)

Burnout may not only occur in the workplace but can also happen at home, negatively affecting one's mental and physical state. According to (Candra & Fenia, 2024) several factors influence job burnout, including:

1. Work Environment
Frequent, prolonged conflicts with coworkers and excessive pressure from supervisors.

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2. Social and Cultural Aspects

Cultural differences among employees can make some feel unappreciated or excluded.

3. Job Insecurity

Uncertainty about future job prospects and lack of training opportunities.

HYPOTHESIS FORMULATION

Job insecurity is an uncertain condition that gives rise to fear or insecurity about one's job. The consequences involve uncertainties regarding job placement, salary issues, as well as promotion or training opportunities, all of which lead to job dissatisfaction (Putri & Arianto, 2024).

H1 : Job insecurity has a significant and positive influence on job burnout among employees of PT. Elang Jagad.

Job insecurity causes negative effects on health due to differential treatment among employees with varying lengths of service. Older employees may be more affected than younger ones. If left unaddressed, this can impact employees' psychological functioning (Cheng & Chan, 2020).

H2 : Job insecurity has a significant and positive influence on psychological utility among employees of PT. Elang Jagad.

The psychological impacts of job burnout include insomnia and symptoms of depression, which can interfere with an individual's psychological function. These effects necessitate early identification and preventive intervention regarding health in the workplace (Salvagioni et al., 2017)

H3 : Job burnout has a significant and positive influence on psychological utility among employees of PT. Elang Jagad.

Job insecurity felt by individuals leads to burnout. This burnout results in depressive symptoms that disrupt psychological well-being. The effect is significant even after adjusting for the reciprocal relationship between burnout and depression symptoms. Most individuals experiencing burnout also suffer from depression, impairing their mental health. (Ahola & Hakanen, 2017)

H4: Job insecurity has a significant and positive influence on psychological utility through job burnout among employees of PT. Elang Jagad.

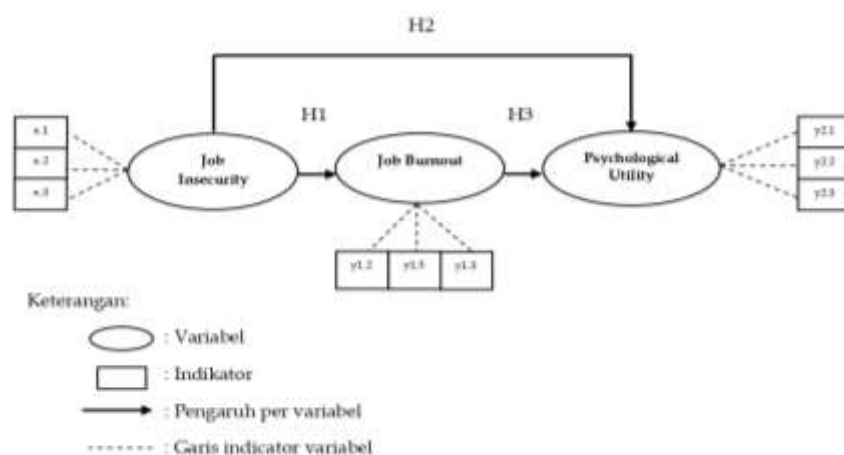


Figure 1. onceptual Framework

RESEARCH METHOD

This study employed a quantitative research methodology to examine the relationship between job insecurity and psychological utility through job burnout among employees of PT. Elang Jagad in Sidoarjo.

The population of this study consisted of 50 employees of PT. Elang Jagad in Sidoarjo. The company is located at Jl. Kolonel Sugiono No. 53, Ngingas, Sidoarjo, East Java. The researcher used a saturated sampling technique with a non-probability sampling method. Therefore, the sample size was 50 employees.

Primary data for this study was collected through the distribution of questionnaires to the employees of PT. Elang Jagad in Sidoarjo. The research utilized a Likert scale for responses to the questions.

Analisa Descriptive statistical analysis using SEM-PLS was the chosen method for data analysis in this study. The software used to assist in data processing was SmartPLS 4.0. The data were tested through outer model analysis (measurement model), which included validity and reliability tests. Then, inner model analysis (structural model evaluation) was conducted, which included model fit testing, cross-validated redundancy (Q^2), and hypothesis testing using the bootstrapping method.

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RESEARCH RESULTS AND DISCUSSION

Respondent Characteristics

This study involved 50 employees of PT. Elang Jagad in Sidoarjo who were given questionnaires as part of the research. The researcher first submitted the questionnaires to the supervisor before distributing them to each employee. In total, 50 surveys were distributed, representing 100% of the population, and all 50 were returned, also representing 100% of the population.

Table 1. Respondent Characteristics

Gender	Frequency	Percentage
1. Laki laki	37	74%
2. Perempuan	13	26%
Total	50	100%

Age	Frequency	Percentage
1. 19-28	7	14%
2. 29-38	20	40%
3. 39-48	15	30%
4. 48 <	8	16%
Total	50	100%

Source: Processed Data (2024)

Outer Model

Validity Test and Reliability Test

Table 2. Validity Test

Variable	Job Insecurity (X)	Psychologic al Utility (Y)	Job Burnout (Z)	Information
X1	0.838			Valid
X2	0.785			Valid
X3	0.862			Valid
Y1		0.913		Valid
Y2		0.803		Valid
Y3		0.703		Valid
Z1			0.918	Valid
Z2			0.783	Valid
Z3			0.905	Valid

Source: Appendix of Processed SmartPLS Output Data (2024)

Based on Table 2, the validity test was confirmed through computations using SmartPLS version 4.0. The results indicate that each item in the statements has a substantial value (≤ 0.05), demonstrating that every item is considered valid.

Reliability testing can be measured using two approaches: Composite Reliability and Cronbach's Alpha, with each requiring a value greater than 0.7. The results of the composite reliability and Cronbach's alpha tests are as follows:

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Table 3. Composite Reliability Test and Cronbach's Alpha

Variable	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Job Insecurity (X)	0.773	0.773	0.868	0.687
Psychological Utility (Y)	0.733	0.749	0.851	0.657
Job Burnout (Z)	0.838	0.835	0.904	0.758

Source: Appendix of Processed SmartPLS Output Data (2024)

Convergen Validity

Average Variance Extrance (AVE)

AVE (Average Variance Extracted) is a value attributed to each variable. An AVE is considered valid if it exceeds 0.5. The results of the AVE analysis are as follows:

Table 4. Average Variance Extrance (AVE)

Variable	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Job Insecurity (X)	0.773	0.773	0.868	0.687
Psychological Utility (Y)	0.733	0.749	0.851	0.657
Job Burnout (Z)	0.838	0.835	0.904	0.758

Source: Appendix of Processed SmartPLS Output Data (2024)

Table 4. Shows that the AVE values are all greater than 0.5. This indicates that the values obtained for each variable Job Insecurity (X), Psychological Utility (Y), and Job Burnout (Z) are valid and suitable for use in the subsequent testing phase.

Discriminant Validity

Fornell Larcker Criterion

Analisis *fornell larcker criterior*, diperoleh hasil sebagai berikut :

Table 5. Fornell Larcker Criterion

Variable	Job (X)	Insecurity	Psychological Utility (Y)	Job (Z)	Burnout
Job Insecurity (X)	0.829				
Physicological Utility (Y)	0.794	0.811			
Job Burnout (Z)	0.761	0.751		0.871	

Source: Appendix of Processed SmartPLS Output Data (2024)

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Table 5. Shows that the correlation values between each variable and itself are higher than the correlations between different variables. Therefore, it can be interpreted that the correlation of each variable with itself is valid and can be used for the subsequent testing phase.

Cross Loading

Table 6. Cross Loading Test

Variable	Indicator	Job Insecurity (X)	Psychological Utility (Y)	Job Burnout (Z)
X1	Fear of job loss	0.838	0.571	0.649
X2	Uncertainty about the future	0.785	0.731	0.698
X3	Decreased psychological well-being	0.862	0.652	0.523
Y1	Level of life satisfaction	0.638	0.913	0.712
Y2	Subjective well-being	0.712	0.803	0.597
Y3	Emotion regulation	0.573	0.703	0.504
Z1	Emotional exhaustion	0.615	0.646	0.918
Z2	Decreased motivation	0.682	0.709	0.783
Z3	Decreased commitment	0.679	0.59	0.905

Source: Appendix of Processed SmartPLS Output Data (2024)

Table 6. Shows that the correlation values between each indicator and its respective variable are higher than the correlations between the indicators and other variables, with values greater than 0.7. Therefore, it can be concluded that this study is eligible to proceed to the next stage of hypothesis testing.

Inner Model

Path Coefficients

Tabel 7. Uji Path Coefficients

Variable	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Job Insecurity (X) -> Psychological Utility (Y)	0.529	0.524	0.155	3.426	0.001
Job Insecurity (X) -> Job Burnout (Z)	0.761	0.764	0.068	11.187	0.000

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<i>Job Burnout (Z) -> Psychological Utility (Y)</i>	0.348	0.357	0.164	2.126	0.034
<i>Job Insecurity (X) -> Job Burnout (Z) -> Psychological Utility (Y)</i>	0.255	0.261	0.122	2.068	0.037

Source: Appendix of Processed SmartPLS Output Data (2024)

The data analysis in Table 7 shows that the path coefficients can be observed from the original sample (O) values. The original sample (O) value for the variable Job Insecurity (X) on Psychological Utility (Y) is 0.529, which is close to the upper bound of the value range (1), indicating a positive relationship between Job Insecurity (X) and Psychological Utility (Y).

The original sample (O) value for Job Insecurity (X) on Job Burnout (Z) is 0.761, which is also close to 1, suggesting a positive relationship between Job Insecurity (X) and Job Burnout (Z).

The original sample (O) value for Job Burnout (Z) on Psychological Utility (Y) is 0.348, indicating a positive relationship between Job Burnout (Z) and Psychological Utility (Y).

Meanwhile, the original sample (O) value for the indirect effect of Job Insecurity (X) on Psychological Utility (Y) through Job Burnout (Z) is 0.255, which also indicates a positive relationship between Job Insecurity (X) and Psychological Utility (Y) via Job Burnout (Z).

Goodnes of Fit (GoF) Index atau Model Fit

Table 8. Goodnes of Fit (GoF) Index test or Model Fit

	Saturated model	Estimated model
SRMR	0.12	0.12
d_ULS	0.644	0.644
d_G	0.607	0.607
Chi-square	143.896	143.896
NFI	0.602	0.602

Source: Appendix of Processed SmartPLS Output Data (2024)

Based on the data analysis in Table 8, the NFI (Normed Fit Index) value obtained is 0.602, which, when expressed as a percentage, equals 60%. Therefore, it can be concluded that the model used in this study has a 60% fit.

Hypothesis Test

Table. 9 Hypothesis Test

Variable	P values
<i>Job Insecurity (X) -> Psychological Utility (Y)</i>	0.001
<i>Job Insecurity (X) -> Job Burnout (Z)</i>	0.000
<i>Job Burnout (Z) -> Psychological Utility (Y)</i>	0.034
<i>Job Insecurity (X) -> Job Burnout (Z) -> Psychological Utility (Y)</i>	0.037

Source: Appendix of Processed SmartPLS Output Data (2024)

Table 9 shows that the results of the hypothesis testing were assessed based on the P-values. The P-value for the variable Job Insecurity (X) on Psychological Utility (Y) is 0.001, which is less than 0.05, indicating that Job Insecurity (X) has a significant and positive effect on Psychological Utility (Y).

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The P-value for Job Insecurity (X) on Job Burnout (Z) is 0.000, which is also less than 0.05, meaning that Job Insecurity (X) significantly and positively affects Job Burnout (Z).

The P-value for Job Burnout (Z) on Psychological Utility (Y) is 0.034, which is less than 0.05, indicating a significant and positive effect of Job Burnout (Z) on Psychological Utility (Y).

Finally, the P-value for Job Insecurity (X) on Psychological Utility (Y) through Job Burnout (Z) is 0.037, which is less than 0.05, suggesting that Job Insecurity (X) has a significant and positive indirect effect on Psychological Utility (Y) through Job Burnout (Z).

DISCUSSION

PT. Elang Jagad in Sidoarjo consistently strives to improve the quality of its business operations in order to adapt to the increasingly tight and dynamic developments of the business world. At a glance, the company has shown positive growth, as reflected in the expansion of production activities, including warehouse construction, the addition of new machinery, product diversification, and enhanced marketing efforts. These advancements clearly demonstrate significant progress in the company's strategic development. However, on the other hand, the human resources sector still requires greater attention to improve the quality of its workforce. Some employees continue to feel anxious and uncomfortable regarding the future sustainability of their employment within the company. This study, conducted at PT. Elang Jagad in Sidoarjo, examined the influence of job insecurity on psychological utility through job burnout. Based on the descriptive results, the study identified several respondent characteristics, including gender and age.

The results showed that the majority of respondents were male, accounting for 74%, while the remaining 26% were female. This indicates that company activities are still predominantly carried out by male employees.

In terms of age, the largest group of respondents was aged 29–38 years (40%), followed by those aged 39–48 years (30%). Respondents over the age of 48 accounted for 16%, and the youngest group, aged 19–28 years, made up 14%.

Furthermore, the results of the hypothesis testing in this study confirmed that all proposed hypotheses were supported, as detailed below:

1. The Influence of Job Insecurity on Psychological Utility

Job insecurity has a significant and positive effect on psychological utility. When employees experience insecurity in the workplace, their psychological utility can be disrupted. This is reflected in employees who feel threatened in their roles, ultimately leading to severe emotional stress, anxiety, and sleep disturbances—factors that can decrease one's overall quality of life. A person's psychological well-being may be considered impaired when they experience anxiety, irritability, boredom, and a tendency to procrastinate (Nurdiaw & At, 2018).

Based on the hypothesis testing results using the bootstrapping method, job insecurity has a significant and positive effect on psychological utility. In other words, an increase in job insecurity leads to an increase in psychological utility. Conversely, a decrease in job insecurity results in a decline in psychological utility.

Job insecurity has a substantial impact on employees' quality of life, particularly when they experience anxiety. Therefore, job insecurity directly affects psychological utility. Companies that pay attention to reducing job insecurity among their employees will contribute to improving their quality of life, leading to greater comfort and well-being in the workplace.

2. The Influence of Job Insecurity on Job Burnout

Job insecurity has a significant and positive effect on job burnout. Employees who experience anxiety, mood disturbances, and excessive worry are more likely to suffer from burnout. This condition causes individuals to become easily irritated, bored, and prone to procrastination. Job burnout is a syndrome that encompasses emotional, physical, and mental exhaustion, often associated with low self-esteem (Candra & Fenia, 2024).

Based on the results of hypothesis testing using the bootstrapping approach, job insecurity has a strong and positive effect on job burnout. In other words, when job insecurity increases, job burnout also increases. Conversely, when job insecurity decreases, job burnout tends to decrease as well.

Job insecurity has a substantial impact on employee burnout in the execution of their duties. Thus, job insecurity directly influences job burnout among employees. A reduction in job insecurity within an organization will lead to a decrease in employee burnout in the future and can also result in positive outcomes for the company.

3. Influence of Job Burnout on Psychological Utility

Job burnout has a significant and positive effect on psychological utility. When work demands are excessively high, employees may feel exhausted and hopeless, eventually leading to mental health disturbances that affect their psychological

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utility. These psychological disruptions can result in a loss of interest or enjoyment in pleasurable activities, ultimately decreasing an individual's quality of life. Noticeable changes may include appetite or weight fluctuations, difficulty sleeping or excessive sleeping, restlessness or slowed physical movement, loss of energy, feelings of worthlessness, or guilt (Sulistiyorini & Sabarisman, 2017).

Based on the results of hypothesis testing using the bootstrapping method, job burnout has a strong and positive effect on psychological utility. In other words, when job burnout increases, psychological utility also increases. Conversely, when job burnout decreases, psychological utility will also decline.

Job burnout has a significant impact on employees' psychological utility in carrying out their work. Therefore, burnout directly affects employees' psychological utility. When a company pays attention to managing job burnout, it can lead to an improvement in employees' quality of life. When employees' psychological functioning is well-maintained, it will have a positive impact and bring benefits to the company.

4. The Influence of Job Insecurity on Psychological Utility through Job Burnout

Job insecurity has a significant and positive effect on psychological utility through job burnout. The job insecurity experienced by an individual can lead to burnout, which in turn triggers depressive symptoms that disrupt a person's psychological well-being (Hartono, Toto Heru Dwiandoko, 2023). The impact of depression and psychological disturbances becomes significant, especially after accounting for the reciprocal relationship between burnout and depressive symptoms. Most individuals suffering from burnout also experience depression, ultimately affecting their mental health. Therefore, both job insecurity and job burnout have a direct and substantial impact on psychological utility. In a company, job insecurity accompanied by job burnout is a significant predictor of the physical, psychological, and health-related consequences experienced by employees (Ahola & Hakanen, 2017).

Based on the results of hypothesis testing using the bootstrapping method, job insecurity has a significant and positive effect on psychological utility through job burnout. In other words, an increase in both job insecurity and job burnout will lead to an increase in psychological utility. Conversely, a decrease in job insecurity and job burnout will result in a decline in psychological utility.

CONCLUSION AND RECOMMENDATIONS

Conclusion

Based on the data analysis presented in the previous chapter, the following conclusions can be drawn:

1. The analytical model indicates that Job Insecurity has a significant and positive effect on Psychological Utility. This result was obtained through hypothesis testing using the bootstrapping method, where the Job Insecurity variable showed a significance level of 0.001. Since 0.001 is less than 0.05, the finding confirms that the hypothesis is verified and accepted.
2. The analytical model indicates that Job Insecurity has a significant and positive effect on Job Burnout. This result was obtained through hypothesis testing using the bootstrapping method, where the Job Insecurity variable showed a significance level of 0.000. Since 0.000 is less than 0.05, the finding confirms that the hypothesis is verified and accepted.
3. The analytical model indicates that Job Burnout has a significant and positive effect on Psychological Utility. This result was obtained through hypothesis testing using the bootstrapping method, where the Job Burnout variable showed a significance level of 0.034. Since 0.034 is less than 0.05, the finding confirms that the hypothesis is verified and accepted.
4. The analytical model indicates that Job Insecurity has a significant and positive effect on Psychological Utility through Job Burnout. This result was obtained through hypothesis testing using the bootstrapping method, where the Job Insecurity variable showed a significance level of 0.037. Since 0.037 is less than 0.05, the finding confirms that the hypothesis is verified and accepted.

Recommendations

Based on the research findings and the conclusions drawn, the following recommendations are proposed:

1. For the Company
 - a. PT. Elang Jagad in Sidoarjo should provide employees with a sense of security and peace of mind, enabling them to focus on their work without worrying about uncertainty.
 - b. PT. Elang Jagad in Sidoarjo should ensure that employees receive adequate rest during work hours and are assigned tasks according to their respective job descriptions. This will help employees maintain sufficient energy and stay motivated in their daily activities.

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- c. PT. Elang Jagad in Sidoarjo should consistently ensure that employees maintain good psychological functioning by inviting mental health professionals to conduct routine mental health checkups. This would allow the company to better understand the psychological conditions of its employees.
2. For Future Researchers
This study can be used as a reference for future research or as a foundation for adding new variables to similar studies.

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