

Self-Esteem:

The Levels of Religiosity in Job Insecurity and Stress in Government Company

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Abstract—This study was to determine the effect of job insecurity and self-esteem on work stress with religiosity as an intervening variable for non-permanent employees BLU Lemigas. The object of this research is non-permanent employees of BLU Lemigas. This study was conducted on 58 respondent using a quantitative descriptive approach. The result of this study show that Job Insecurity variables has a significant positive effect on employment stress of non-permanent employees of Lemigas BLU, Self-esteem has a significant negative effect on work stress of non-permanent employees BLU Lemigas, Job Insecurity has a significant positive effect on non-permanent employee religions BLU Lemigas, Self-esteem has a positive effect significant effect on the religiosity of non-permanent employees BLU Lemigas, Religiosity has a significant positive effect on the work stress of non-permanent employees BLU Lemigas. The approach used in this study is the Structural Equation Model (SEM) with a Smart-PLS analysis tool. Therefore, the results of this study state that there is a joint effect between job insecurity and self-esteem variables on work stress with religiosity as an intervening variable in non-permanent employees of Lemigas BLU.

Keywords: *job insecurity, self-esteem, work stress, religiosity*

I. INTRODUCTION

Human resources is the most important asset and should be owned by every company due to the progress of a company depends on its human resources. But often the human resources required by the company to further enhance the capabilities and expertise to carry out a job and without realizing it, this could make employees feel stress which will affect the employee's performance. Stress is a general term that can be interpreted as a perceived life stress is too difficult for a person. Stress will occur if the individual is not able to understand him or her limitations in a case. Inability would eventually lead to frustration, anxiety, and guilt is the beginning of the beginning of the stress [1].

According to Human Capital Journal, said that one in four workers experiencing job stress, and 44% of employees said that the work of the sources of stress [2]. International Labor Organization (ILO), defines occupational stress in the encyclopedia in response to the interaction between the work with an employee [3]. Stress in the workplace is an almost daily problem for workers in big cities. Communities in big cities like Jakarta largely urbanists and industrialists who are always preoccupied with the task completion deadline, so it is

impossible to not be exposed to stress [4]. Stress arises when the employee is not able to fulfill what the demands of work, unclear what the job responsibilities, a lack of time to complete the task, lack of support facilities to carry out the work, tasks that are contradictory, are examples of stressors [5].

Robbins and Judge, argues that the cause of job stress in general can be classified into three namely [6]: environmental factors, organizational factors and personal factors. Unsatisfactory working environment in addition will affect the design of the organizational structure also influence the level of stress among employees in the organization. Changes in the organizational environment can be influenced by changes in the economy, politics, and technology. When there are substantial changes in the economic sphere, politics, and technology, it is an organization must be ready to face changes in the environment. Stressor organizational factors are derived from the dynamics within the organization. Organizational dynamics raises many possible stressors, such as pressure to avoid mistakes or complete the task within a limited time, excessive workloads, demanding bosses, co-workers uncomfortable. Factor in the personal lives of employees include: family issues, personal economic problems and the personality characteristics of employees 2. Stress in the workplace is a widespread problem and has become a major public health problem because of its negative effect both on the physiological and mental [7].

Job insecurity or someone on the job is a psychological condition of an employee who feels threatened or concerned about the continuity of his work future, threatening condition is sensed by an on continuity of employment relationships caused by several factors such as environmental changes, and mental, then the group of vulnerable workers experiencing job insecurity is one of these outsourced employees Nopiando [8]. As said by Smithson and Lewis that job insecurity arises because many types of jobs that are instantaneous or employment contract [9]. The more types of jobs that are temporary and not permanent, the more employees who experience job insecurity. In Act No. 5 of 2014, temporary employees call as the Government Employees Contract Agreement (first-aid) there is described a clear division of labor mechanism in accordance with the competencies set.

Every employee has the personality traits of different, it is influenced by the personality of each element contained within the individual, and one of them is self-esteem or also called

self-esteem [10]. Steinberg, defines self-esteem as an aspect of self that determines how the views of the individual against himself, a relationship with another individual, and the ability of individuals in their assessments and situations faced [10]. When individuals can perceive that he is able to cope with any problems and is able to continue to cope with any situation it is expected that work stress on individuals can be suppressed. From the results of previous studies that can be drawn a link where self-esteem or self-esteem related to job stress [10].

Explanation previously stated that one of the causes of work stress are environmental factors. changes in the work environment Lemigas can cause uncertainty for employees. Employees Variable BLU Lemigas as a contract employee. Even the threat of losing their jobs when the company experienced financial problems in the long term management decisions that result in changes to the Employee Variable BLU Lemigas. There are various ways people adapt to the stress of work, one of which is done through religiosity. Research conducted by Roostae, suggested a negative relationship between religious coping with work stress [11]. The higher the person's level of religiosity in addressing the lower the level of stress in dealing with work issues. The biggest factor associated with job stress is a religious activity. Religious activity can be described as how often people follow religious-related activities. When connected with a religious context in Indonesia, the routine religious activities such as worship or other activities that can increase the level of one's faith or deepening e.g. science teaching religion [2].

The views expressed by Boswell and Boswell, which states religiosity is adherence to religious dogma and belief, expression of moral conviction in the form of worship together or independently [12]. According to the study Ismirani, show that religiosity has a significant impact on job stress [13]. Work stress untreated can turn into depression. Work stress can improve work performance but if work stress is too large it will result in a very low work performance [2]. Simply job insecurity and self-esteem have the potential to work stress, but it depends on how big the views of job insecurity and the self-esteem. Giving religiosity is emphasized in this research will be able to reduce their level of work stress on employees. Thus, in this study to be seen whether the administration is able to strengthen or weaken religiosity job insecurity and self-esteem that will affect employee stress.

Observing the phenomenon and the fact that was stated in the description above, there are several aspects that influence job stresses temporary employees BLU Lemigas which among other things is, their job insecurity, self-esteem and religiosity of the writer interested to do research and author will discuss further with title "job insecurity effect and self-esteem of work stress religiosity as an intervening variable".

A. Research Purposes

The purpose of the study was to determine the effect of the effect of Job Insecurity and Self Esteem on Job Stress with Religiosity as an Intervening Variable

B. Benefits of Research

The results of this study are expected to contribute to add insight or research studies and as a basis and comparative and reference studies for similar researchers. The results of this study can be taken into consideration for the office to determine the policies that will be taken in overcoming the influence of Job Insecurity and Self Esteem on Job Stress with Religiosity as an Intervening Variable.

II. LITERATURE REVIEW

A. Job Insecurity

According to Smithson and Lewis, defines job insecurity as psychological condition of a person (employee) who show a sense of confused or feel insecure due to psychological conditions changing (perceived impermanence) [9]. This condition arises because many types of jobs that are instantaneous or employment contract. the increasing number of species with duration of temporary or permanent, causing more employees who are experiencing job insecurity.

Wening defines job insecurity as a condition of powerlessness to maintain desired continuity in work situations which threaten [14]. Job insecurity is also defined as feelings of tension, anxiety, stress, worry and feel uncertain in relation to the nature and existence of workers who felt workers.

Job insecurity is a level where workers feel their work is threatened and feel helpless to do anything about the situation [15]. Job insecurity is felt not only caused by the threat to job loss but also the loss of jobs dimension.

The harmful effects of job insecurity usually caused by uncertainty and no control. Job insecurity also tend to positively associated with employee conscious effort to create and promote their own image (i.e. towards supervisors and others). Over the past few decades, more and more research has shown that job insecurity has detrimental effects on employees, on welfare, and therefore have an impact on the effectiveness of the organization. Two meta-analyzes have revealed that job insecurity was negatively associated, for example, job satisfaction, work engagement, and performance [14].

Greenhalgh and Rosenbalt conceptualizing job insecurity as a source of stress which involve fear, loss of potency and anxiety [16]. The characteristics of job insecurity is employees feel uncomfortable at work, feel helpless in the face of these conditions [14].

Based on the notions put forward by the experts above, the researchers concluded that job insecurity is feeling threatened, worry and a sense of helplessness felt by the employees of the existing situation in the organization of the workplace will be continuity of work in the future.

Job insecurity indicators include [17]:

1) *Quantitative job insecurity*: Classify as worries about job loss itself. namely the emergence of feeling threatened in a total of a person's job. For example, someone moved to a lower position in the organization, was transferred to another job with the same level in the organization or diberehentikan

while. on the other side of job loss may occur permanently or someone may be fired or forced to retire too early.

2) *Qualitative job insecurity*: Feeling threatened to see the work (job features): Suppose someone organizational changes mungin cause difficulty progressing in the organization, maintaining salaries or increase revenue. This may affect the position of someone in the company, the freedom to organize work, work performance, and the significance of the work. Threats to display the work may also play a role in accessing the resources that were previously ready to wear. Such as: deterioration of working conditions, lack of promotion opportunities and declining wages.

B. Self-Eteem

Self-esteem is one of the factors that determine an individual's behavior [18]. Everyone increase positive appreciation. A positive appreciation will make a person feel that he is a valuable, successful and useful (mean). Although he has weakness both physically and psychologically, fulfillment of self-esteem will result in an optimistic and confident attitude. If the self-esteem needs are not met, it will make someone will behave negatively. Not all compensation of negative self-esteem causes negative behavior. There also are aware of inferiority then compensated through achievements in a particular field. In this case, any accomplishment achieved, will increase self-esteem according to Tambunan.

Self-esteem more basic than the reputation and prestige because reflect the desire for power, achievement, accuracy, mastery and competence, confidence to face the world, independence and freedom [19]. In other words, self-esteem is based on real competence and not just the opinions of others.

Self-esteem is a self-evaluation made by the individuals themselves [20]. covers a person's attitude towards himself in a range of positive and negative dimensions. Self-esteem as evaluations made by individuals on matters relating to him, expressing an attitude agree or not and indicate the degree to which people convince himself that he is capable, significant, successful, and valuable. Self-esteem can be defined as well as a thorough evaluative of himself [21]. Meanwhile, according to Branden, self-esteem is what people think and feel about themselves and not what people think or be perceived by others about who he was [19].

Self-esteem is the overall way that individuals use to evaluate self-comparisons between the ideal self-concept (ideal-self) with the actual self-concept (real-self) [21]. Self-esteem is the result of the evaluation of the individual against himself expressed in attitudes towards oneself by Coopersmith [19].

Based on some of these definitions it can be concluded that self-esteem is a self-assessment carried over oneself either positively or negatively, which can be reflected through the person's attitude. Self-esteem is the result of the assessment indicates the extent to which people have confidence and capable, successful, valuable, and useful.

Dimensional self-esteem expressed by Coopersmith, namely [19]:

1) *Significance (significance)*: Acceptance, attention and affection received from others. Acceptance is characterized by warmth, positive response, interest and liking of the individual is. The embodiment of a sense of appreciation and the interest is generally categorized in terms of acceptance (acceptance) and popularity (popularity) and the opposite is denial and isolation. The main impact of the treatment as well as the embodiment of compassion that is the growing feeling appreciated is a reflection of awards received from others. More and more people show the same attitude towards them, and the more often it happens, the greater the possible growth of understanding that will positively identified.

2) *Strength (power)*: One's ability to influence the occurrence of something with attitude control himself or others. In general, the effect can be seen from the recognition and awards received from others as well as the extent to which others respect the rights and ideas.

3) *Competence (competence)*: Where performasi high level in the performance of duties are varied.

4) *Virtue (virtue)*: Adherence to the principles of ethical, moral, and religious. Individuals adhere to the principles of ethical, moral, and religious who had received and internalized. Having a positive self attitude towards the success to meet the objectives of those principles.

C. Religiosity

According to Big Indonesian Dictionary, the word means the word is religious religion, namely matters of a religious nature. Meanwhile, according to Wilcox, said that the word "religion" comes from the Latin word meaning religare back (re) and bind together (ligare). Own dictionary gives many definitions vary, such as: belief in the power in divine, expression of this belief, a belief system that is specifically (both sacred and profane), a way of life in expressing his love and trust in God [22].

According to James Martineau religion is the belief in a God who is always alive, namely the soul and the will of God that govern the universe and have a moral relationship with humanity [22]. Religion is a system of symbols, beliefs system, value system, and a system of institutionalized behavior, all of it centered on issues experienced as most meaningful (ultimate meaning) [23]. Religiosity is closely related to religion (religion). Religiosity is manifested in various sides of human life. Religious activity not only occurs when a person commits ritual behavior (worship), but also when doing any other activity that is driven by power supernatural.

Meanwhile, religiosity is an inner attitude of private (personal) every human being before God were a bit much a mystery to others, which includes the totality of the human person added [24]. As the inner attitudes, religiosity cannot be seen directly, but can be seen from the disclosure of the gesture. Furthermore, Religiosity is an individual's ability to implement the religious teachings correctly and well with the foundation of faith and piety [22].

Religiosity in question in this research is the religiosity of Islam is a religious attitude in a person associated with the belief in the teachings of Islam both in the liver as well as the

greeting and then realized in deeds and conduct day-to-day on the basis of faith and piety.

Glock and Stark argues there are five dimensions of religiosity, namely [23]:

1) *Belief (faith), the indicator on this dimension are as follows:*

- Belief in God
- Belief in angels
- Belief in the Prophet / Apostle
- Belief in Allah's book
- Belief in heaven and hell

2) *Worship (sharia), the indicator on this dimension are as follows:*

- Prayer
- Fasting
- Pay zakat
- Reciting Al-Qur'an
- Read the prayer and remembrance
- Implement sacrificial worship

3) *Experience, the indicator on this dimension are as follows:*

- Helpful
- Cooperate
- Charity
- Welfare of others
- Justice and righteousness
- Honestly, forgive
- Care for the environment
- Keeping mandate
- Do not steal
- Uncorrupted
- Do not cheat
- Do not gamble
- Do not drink intoxicating
- Adhering to the norms of Islam

4) *Knowledge (science), the indicator on this dimension are as follows:*

- Feeling close to God
- Feelings often his prayers were answered
- Adan peaceful feeling happy because God divinize
- Solemn feeling when praying or pray

- Freshly thrilled when listening to the call to prayer or verses of Al-Quran
- Gratitude to God

D. Work Stress

Work stress is distress experienced by employees in the face of the work. Work stress is evident from symptom, including emotional instability, feelings of calm, aloof, sleeplessness, excessive smoking, cannot relax, anxiety, tension, nervousness, increased blood pressure, and indigestion [25].

Work stress is a person's response to the situation in an undesirable physical and psychological due to stress or pressure because of the excessive demands placed on them [26].

While Waspodo suggests that stress is a condition that affects the emotional tension, the process of thinking and the person's condition [27]. Stress that is too large can threaten a person's ability to cope with environmental conditions.

According to Hagabal, generally people think that stress is a negative condition, a condition that causes physical or mental illness, or lead behavior unnatural [28].

According to Robbins, suggests work stress indicators, namely [5]:

- The task demands: A factor that is associated to the work of someone like conditions work and working procedures of the physical layout.
- Demands role: Dealing with the pressure exerted on a person as a function of the specific role played in an organization.
- Organizational structure: If the shape and structure of the organization is less obvious and occur in a long enough period of time, then it can be a source of stress. The position of the individual in the organization structure can also describe how the level of stress experienced.
- Leadership attitude: The attitude of the leadership of the employees can be a source of stress for employees. If an employer does not provide good care to its employees, the employee will feel depressed and feel neglected.

E. Conceptual Framework

Based on the previous description, the following is described models (chart) conceptual framework influence between the variables.

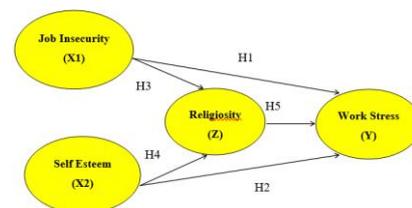


Fig. 1. Framework.

Research hypothesis

- Job Insecurity significantly influence the Work Stress.
- Self Esteem significantly influence the Work Stress.
- Job Insecurity significantly influence religiosity.
- Self Esteem significantly influence religiosity.
- Religiosity has a significant influence on Work Stress.

III. METHODOLOGY

A. Research Design

In this study, use of design research is quantitative research. Quantitative research can be interpreted as a method of research grounded in the philosophy of positivism, is used to examine the population or a particular sample, sampling technique is generally done at random, data collection using research instruments, data analysis is quantitative / statistical aim to test hypothesis set [29].

B. Data Collection Instrument

The instrument used for data collection was a questionnaire submitted to the non-permanent employees BLU Lemigas. Questionnaires were distributed to 58 respondents BLU Lemigas temporary employees.

C. Population

The population in this study were temporary employees BLU Lemigas totaling 58 employees.

D. Sample

The samples are saturated or census sampling technique, the sampling technique when all members of the population used as a sample. This is often done when the population size is relatively small, less than 100 people, or research to make generalizations with a very small error.

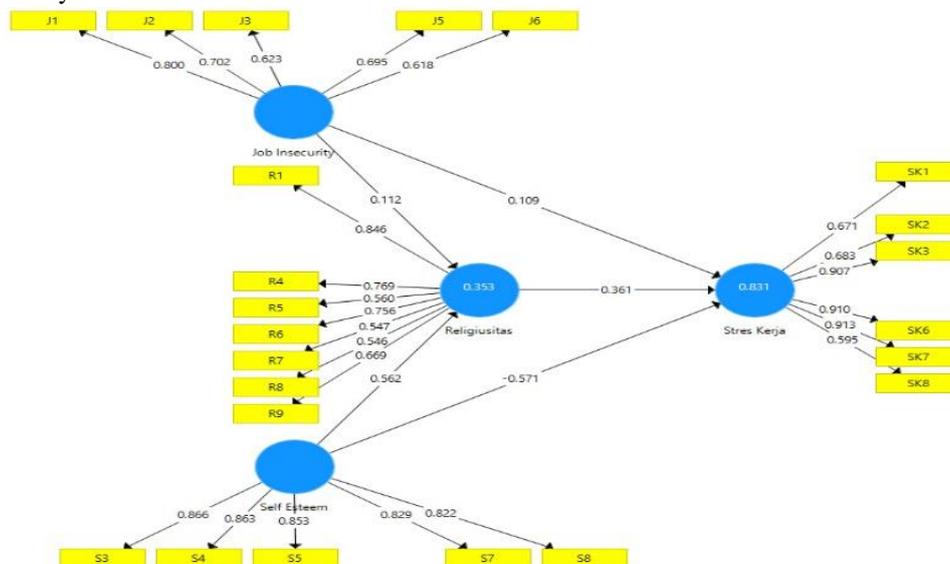
E. Data Analysis

Analysis and interpretation of data for research aimed to answer research questions in order to reveal the data used to analyze the particular phenomenon the *Structural Equation Modeling* (SEM) of the PLS 3.0 statistical software in the model and the assessment of hypotheses, structural equation modeling.

IV. RESULTS AND DISCUSSION

TABLE I. THE RESULTS OF THE MODIFICATION ON THE VALIDITY OF TESTING COVERGENT

Variable	Indicator	Outer Loading	Explanation
Job Insecurity	J1	0,800	Valid
	J2	0,702	Valid
	J3	0,623	Valid
	J5	0,695	Valid
	J6	0,618	Valid
Self Esteem	S3	0,866	Valid
	S4	0,863	Valid
	S5	0,853	Valid
	S7	0,829	Valid
	S8	0,822	Valid
Religiosity	R1	0,846	Valid
	R4	0,769	Valid
	R5	0,560	Valid
	R6	0,756	Valid
	R7	0,547	Valid
	R8	0,546	Valid
Work Stress	R9	0,669	Valid
	SK1	0,671	Valid
	SK2	0,683	Valid
	SK3	0,907	Valid
	SK6	0,910	Valid
	SK7	0,913	Valid
	SK8	0,595	Valid



Source: Output PLS

Fig. 2. PLS algorithm results (modification).

The results of the modification on the validity of testing convergent Table 1 and Figure 2, it can be seen that all the indicators have met the convergent validity, because it has a loading factor values above 0:50.

TABLE II. DESCRIPTANT VALIDITY TEST RESULTS (CROSS LOADINGS)

	Job Insecurity	Self Esteem	Religiosity	Work Stress
J1	0,800	0,512	0,190	0,533
J2	0,702	0,560	0,266	0,612
J3	0,623	0,569	0,225	0,355
J5	0,695	0,184	0,374	0,345
J6	0,618	0,404	0,427	0,321
S3	0,638	0,866	0,580	0,904
S4	0,637	0,863	0,593	0,808
S5	0,523	0,853	0,439	0,576
S7	0,501	0,829	0,407	0,528
S8	0,490	0,822	0,409	0,532
R1	0,364	0,636	0,846	0,762
R4	0,325	0,514	0,769	0,523
R5	0,018	0,353	0,560	0,316
R6	0,222	0,397	0,756	0,391
R7	0,235	0,069	0,547	0,224
R8	0,251	0,080	0,546	0,232
R9	0,479	0,346	0,669	0,575
SK1	0,481	0,348	0,644	0,671
SK2	0,499	0,368	0,652	0,683
SK3	0,619	0,834	0,600	0,907
SK6	0,487	0,749	0,608	0,910
SK7	0,511	0,773	0,618	0,913
SK8	0,464	0,816	0,464	0,595

Source: Output PLS

From Table 2 shows that the correlation construct of job insecurity with the indicator (J1 for 0800, amounting to 0702 J2, J3 of 0623, amounting to 0695 J5 and J6 of 0.618) was higher than the correlation indicator of job insecurity with other constructs. Furthermore, the correlation of self-esteem with the indicator (S3sebesar 0886, amounting to 0863 S4, S5 for 0853, amounting to 0829 S7, and S8 of 0822) was higher than indicators of self-esteem correlation with other constructs. Then correlation of religiosity with the indicator (R1 for 0846, amounting to 0769 R4, R5 for 0560, amounting to 0756 R6, R7 for 0547, amounting to 0.546 R8 and R9 of 0669) was higher compared to the correlation indicator of religiosity with other constructs. The correlation of work stress indicators (SK1 for 0671, amounting to 0683 SK2, SK3 of 0907.

TABLE III. AVE TEST RESULTS

Variable	AVE
Job Insecurity	0,537
Religiosity	0,558
Self Esteem	0,717
Work Stress	0,626

Source: Output PLS

TABLE IV. DESCRIPTANT VALIDITY TEST RESULTS (FORNELL LACKER CRITERIUM)

	Job Insecurity	Religiosity	Self Esteem	Work Stress
Job Insecurity	0,733			
Religiosity	0,425	0,747		
Self Esteem	0,674	0,593	0,847	
Work Stress	0,648	0,646	0,759	0,791

From the data in Table 2 and 3 can be concluded that the square root of the average variance extracted for each construct is greater than the correlation between constructs one with the other constructs in the model. AVE value based on the above table, it can be concluded that the construct in the model that meet the criteria are estimated discriminant validity.

TABLE V. COMPOSITE RELIABILITY TEST RESULTS

Variable	Composite Reliability	Explanation
Job Insecurity	0,819	Reliabel
Religiosity	0,854	Reliabel
Self Esteem	0,927	Reliabel
Work Stress	0,907	Reliabel

Source: Output PLS

TABLE VI. CRONBACH'S ALPHA TEST RESULTS

Variable	Cornbach's Alpha	Explanation
Job Insecurity	0,726	Reliabel
Religiosity	0,820	Reliabel
Self Esteem	0,908	Reliabel
Work Stress	0,874	Reliabel

Source: Output PLS

Based on Table 5 and 6 that the test results of composite reliability and Cronbach's alpha showed a satisfactory value, because all the latent variable has a value of composite reliable and Cronbach's alpha It states that all latent variables said to be reliable.

TABLE VII. R² VALUE ENDOGENOUS VARIABLE

Endogenous Variable	R-square
Religiosity	0,353
Work Stress	0,831

Source: Output PLS

Structural models indicate that the model on religiosity variable has a value above said moderate cause 0:33. Model influence latent variables independent (job insecurity, self-esteem) against religiosity give the R-square of 0353 that can be interpreted that the variability in the construct of religiosity can be explained by the variability of the construct of job insecurity, self-esteem by 35.3%, while 64.7% is explained by other variables outside researched. Model work stress variables can be said to be strong because it has a value above 0.67. Model influence of independent latent variables (job insecurity, self-esteem and religiosity) against work stress R-square value of 0831 which can be interpreted that the stress construct work wich is variability can be explained by the variability of the construct of job insecurity,

A. Goodness of Fit Model Test Results

Test Goodness of Fit Model structural of inner model use predictive-relevance value (Q²). Q-square value greater than 0 (zero) indicates date the model has a predictive relevance value. The value of R-square for each endogenous variable in this study can be seen in the following calculation:

Predictive relevance values are obtained by formula:

$$Q^2 = 1 - (1 - R_1)(1 - R_p)$$

$$Q^2 = 1 - (1 - 0.353)(1 - 0.831)$$

$$Q^2 = 1 - (0.647)(0.169)$$

$$Q^2 = 0.8907$$

The above calculation shows the predictive value-relevance of 0.8907 which is greater 0 (zero). That means that 89.07% of the variation in religiosity and work stress variables (the dependent variable) is explained by the independent variables were used. Thus the model is feasible relevant predictive value.

B. Hypothesis Testing

The estimated value for the relationship in the path of structural models to be significant. The significant value of this hypothesis can be obtained by bootstrapping procedure. The significance of the hypothesis by looking at the value of coefficient parameters and the significant value of T-statistics in the report bootstrapping algorithm. To find significant or not be seen from the T-table at alpha of 0.05 (5%) = 1.96, then the T-table compared with the T-test (T-statistics).

TABLE VIII. HYPOTHESIS TESTING RESULTS

	Original Sample	Standard Deviation	T Statistics	P Values	Explanation
Job Insecurity -> Work Stress	0,109	0,096	2,136	0,000	Positive - Significant
Self Esteem -> Work Stress	-0,571	0,090	6,328	0,000	Negative - Significant
Job Insecurity -> Religiosity	0,112	0,222	1,995	0,000	Positive - Significant
Self Esteem -> Religiosity	0,562	0,220	2,549	0,011	Positive - Significant
Religiosity -> Work Stress	0,361	0,078	4,648	0,000	Positive - Significant

Source: Output PLS

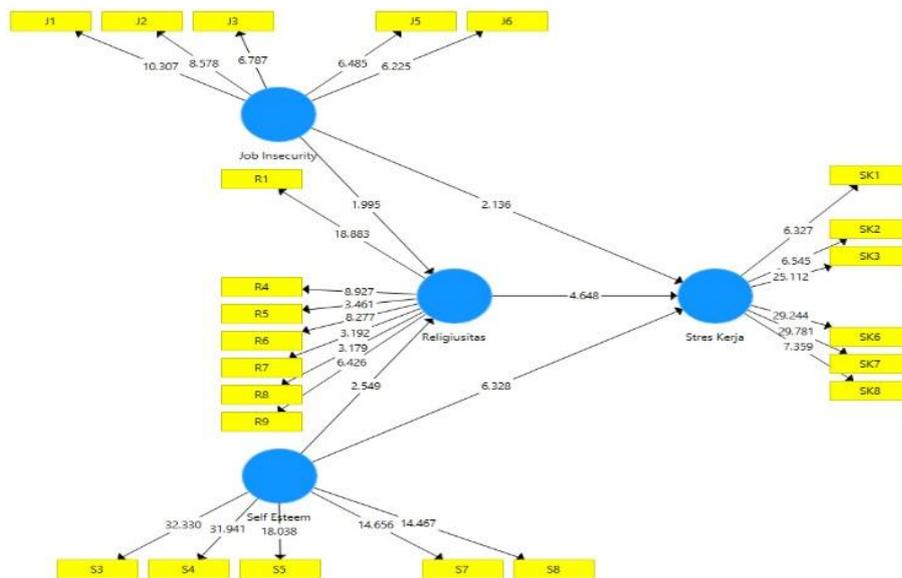


Fig. 3. Bootstrapping test results.

C. Effect of Job Insecurity Against Work Stress

Based on hypothesis testing in this study showed T-statistic values for 2136, the value of the original sample 0109And the P value of 0000. Value T-statistic greater than the value of the T-table 1.96, the value of the original sample showing a positive value, and at a P value less than 0.05 Values show, these results indicate that Job Insecurity positive and significant effect on the work stress,

Insecurity of employment (job insecurity), one of the most common stress the uncertainty regarding to the future of a person associated with the work [17]. Research conducted by Barak state employees experiencing mental disorders associated with work stress caused by job insecurity [30]. The study showed job insecurity as one of the causes of work stress.

Other research also shows that there is a significant positive relationship between job insecurity the nurse work stress Honoree in RSJD Atma Husada Mahakam Samarinda [31]. As

supported by the statement Cheng and Chan, where the highest levels of job insecurity experienced by young employees and contract employees [32].

D. Effect of Self -Esteem Against Work Stress

Based on hypothesis testing in this study showed T-statistic values for 6328, the value of the original sample at -0571, and the P value of 0000. Value T-statistic greater than the value of the T-table 1.96, the value of the original sample showed a negative value and at a P value less than 0.05 Values show, these results show that self-esteem a significant negative effect on work stress.

Self Esteem (self-esteem) is one forming a personality that determines how the views of the individual against himself, how the individual in building relationships with other people and how people deal with the environment encountered when these capabilities can be achieved, individuals with positive self-esteem will easy to adjust and be able to solve problems in

the work so that it can suppress the emergence of stress at work, known as the stress of work [10].

In another study proved to be a negative correlation between self-esteem (self-esteem) to the level of stress [33]. The psychological state as prisoners became depressed soul that will have an impact on the psychological aspect in the form of decreased self-esteem. general problems requiring inmates to conform is losing physical independence, loss of control over life, loss of family, loss of goods and services, loss of security, loss of heterosexual intercourse, lack of stimulation, and other psychological disorders. these things will cause someone to be stressed [33].

E. Effect of Job Insecurity Against Religiosity

Based on hypothesis testing in this study showed T-statistic values of 1995, The value of the original sample 0.112 And the P value of 0000. Value T-statistic greater than the value of the T-table 1.96, the value of the original sample showing a positive value, and at a P value less than 0.05 Values show, these results indicate that Job Insecurity positive and significant effect on the religiosity,

The mechanism of interaction between job insecurity can be described as religious coping high value as individual, then the individual is able to reduce the emotional stress caused by job insecurity through religious behavior such as prayer, or surrender to God. This then causes the individual is able to relieve the emotional pressure that are directly able to reduce its stress response. Conversely when religious coping emotional distress due to low then high job insecurity are not able to be muted, causing direct increase in work stress response individual. It concluded that religious coping has the effect of hold or decrease (buffers) the impact of job insecurity. So religious coping able to moderate and change the effect of job insecurity on stress responses.

F. Influence Self-Esteem against Religiosity

Based on hypothesis testing in this study showed T-statistic values for 2549, the value of the original sample 0562, and a P value of 0.011 Values. Value T-statistic greater than the value of the T-table 1.96, the value of the original sample showing a positive value, and at a P value less than 0.05 Values show, these results indicate that self-esteem take effect positive and significant impact on religiosity.

Values or appreciation of someone to religion that believes in psychology called religiosity. Religiosity as a factor in the formation of self-esteem is reinforced by research conducted by Mattis indicating that spirituality and religiosity can be used by a person to accept the realities of life, or rather to bridge between the desire in him with the existing reality [34]. Then Momtaz et al., show that people who have a high level of religious tend to do better in psychological well-being (psychology well-being) and people who have a low level of religiosity tends to imply that social isolation [35].

G. Influence Religiosity against Work Stress

Based on hypothesis testing in this study showed T-statistic values for 4648, the value of the original sample 0361 And the P value of 0000. Value T-statistic greater than the value of the

T-table 1.96, the value of the original sample showing a positive value, and at a P value less than 0.05 Values show, these results indicate that the positive and significant religiosity effect on work stress. Religiosity is a way in which people use the confidence in managing stress and problems in life [36]. Religiosity is a condition in which live the values of religion to adhere to religious teachings as a guide for daily life [37].

This study is in line with research Munawaroh and Khisbiyah, there is a positive correlation between the level of religiosity of someone with stress coping is done by controlling the level of stress experienced [37]. The higher level of religiosity of the individual, the better the ways in which to cope with stress.

V. CONCLUSIONS AND RECOMMENDATIONS

A. Conclusions

- Job Insecurity significant positive effect on employee work stress BLU Lemigas. This means that if the insecurity of working height, it will increase employee stress.
- Self Esteem significant negative effect on employee work stress BLU Lemigas. This means that if an employee self-esteem is high, it will lower the stress levels of employees.
- Job Insecurity significant positive effect on employee BLU Lemigas religiosity. This means that if the insecurity of work is high, then the religious level higher employee to draw closer to God.
- Self Esteem significant positive effect on employee BLU Lemigas religiosity. This means that if the employee self-esteem is high, it will increase the level of religious employees.
- Religiosity significant positive effect on employee work stress BLU Lemigas. This means that if the higher the religiosity of employees, the better to control stress.

B. Recommendations

- The company should provide a career path in the works, although employees are nonpermanent. So that employees feel safe at work and recognized by the company.
- Leaders should appreciate all the employees, including employees who are not permanent. To evoke personality in employees such as self-employees.
- The clerks, should increase the faith and get closer to God by doing His commandments in accordance with the true teachings, such as from books and lectures udztad.
- The company should provide employment in accordance with the time given to complete the work, so that employees do not feel they have excessive workloads.

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