Effect of Job Insecurity, Soft Skill, Hard Skill and Work Engagement on Innovative Work Behavior

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ABSTRACT
This study aims to analyze the effect of Job Insecurity, Soft Skills, Hard Skills and Job Involvement on Employee Innovative Work Behavior (Study on Employees of PT. PLN Persero UP3 Pamekasan). Respondents in this study amounted to 95 employees who are permanent employees in PT PLN (Persero) UP3 Pamekasan. This study uses multiple linear regression analysis. The partial test results show that the Job insecurity variable has no significant effect on the innovative behavior of PT. PLN (Persero) UP3 Pamekasan employees, the Soft skill variable has a significant effect on the innovative behavior of PT. PLN (Persero) UP3 Pamekasan employees, the Hard skill variable has a significant effect on behavior. innovative employees of PT. PLN (Persero) UP3 Pamekasan, the variable of work involvement has a significant effect on the innovative behavior of employees of PT. PLN (Persero) UP3 Pamekasan. Companies should need to build maximum involvement of all employees to continuously improve their hard skills and soft skills. Training in each section is a necessity with a level of intensity, content and context that is adjusted to the key performance indicators of each employee.

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Introduction
Companies try to create an adequate workplace atmosphere for their workers, it aims to provide work comfort and make it easier for workers to find ideas and innovate. Organizations with an innovative work environment will also facilitate the response to challenges that arise from their environment faster and better than organizations that are less innovative. Innovative behavior is the behavior of organizational members to create, process, and implement new ideas, including products, technology, procedures, and work processes that aim to increase the effectiveness of organizational members' performance and provide benefits to the organization. Innovation is essentially an idea that comes from individuals, and the individual is the originator and implementer of the innovative idea. When the idea meets the meeting point with the problems that arise in the organization, that's when innovative behavior begins.

High innovation will increase the company's ability to create quality products. Innovation is used as a tool to improve a person's performance and efficiency as long as the worker considers that the innovative work behavior he is carrying out will have a positive impact on his performance. Innovative behavior directs workers to think positively about the results of their performance, thereby creating competition in a positive work environment. The importance of innovative work behavior has become a concern for several companies, including the State Electricity Company or PT PLN Persero, in order to survive and have future prospects. It is believed that a company that has succeeded in creating a competitive advantage is a company that is able to create innovation and creativity through an effective and well-planned process.

Research by Nurmala and Widyasari (2021) found that self-efficacy and openness had a significant influence on innovative work behavior. Research Sukadana and Mahuni (2021) conducted a study and found the results that competence, IT, and innovative behavior contributed significantly to job satisfaction. Hadi et.al's research (2020) conducted a study to examine the effect of innovative behavior variables and work involvement on employee performance, the results of this study showed that innovative behavior had a significant positive effect on employee performance, and work engagement had a significant positive effect on employee performance.

Based on research on the results of previous studies and also the phenomena that occur, this needs to be studied to clarify further findings. This research was conducted to determine the effect of each variable job insecurity, soft skills, hard skills and work involvement on the innovative work behavior of employees at PT. PLN (Persero) UP3 Pamekasan.


LITERATURE REVIEW
Human Resource Management
According to Mangkunegara (2017), "Human resource management is a planning, organizing, coordinating, implementing, and supervising procurement, development, remuneration, integration, and separation of workers in order to achieve organizational goals."
Job Insecurity

According to Greenhalgh and Rosenblatt (2010) job insecurity is the inability to maintain job continuity because of the threat of a job situation. Hartley, Jacobson, Klandermans, and Van Vuuren in Greenhalgh and Rosenblatt (2010) state that job insecurity is the insecurity that a person feels about the continuation of work and important aspects related to the job itself.

Soft Skills

Soft skills are abilities possessed by individuals naturally which include intelligence, both emotional and social, communicating or interacting with other individuals, and the like. In this case, soft skills are an individual's innate character. Soft skills can be learned, but not in a formal way like in school or lectures. It can be learned by communicating more or interacting with other individuals, as well as by practicing social sensitivity. That way, the individual can apply it to behavior that will later affect soft skill abilities (Aurellia, 2020).

Hard Skills

Hard Skills is an ability that everyone can hone through practice and education. You can learn this ability according to the interests and fields you choose in the study program at college or take various courses. Hard skills can also be honed through lecture education, taking courses, and training to master a skill (Andrew, 2020).

Work Engagement

According to Robbins and Judge (2016) job involvement is an employee who measures himself by identifying his work and actively participating in his company and considers that his work is important for his self-esteem and life. According to Lodahl and Kejner in Ramadita, Nurtjahjanti, (2014) work involvement is the extent to which a person identifies psychologically with his work or the importance of work in an employee's self-esteem.

Innovative Work Behavior

Messman and Mulder (2012) state that innovative work behavior is the sum of physical and cognitive work activities carried out by employees in the context of their work, either alone or in groups to achieve a set of tasks required for the purpose of developing innovation.

Conceptual Framework
RESEARCH METHODS

Types of research

This study uses a quantitative paradigm, because the data obtained still need to be analyzed using statistical methods. Based on the level of explanation (explanation), this type of research is associative research, namely: research that examines the influence between variables in this case: Innovative Work Behavior, Job Insecurity, Soft Skills, Hard Skills and Job Engagement.

Population and Sample

The population in this study were all employees who worked at the Office of PT PLN (Persero) Pamekasan Customer Service Implementing Unit (UP3 Pamekasan), totaling 151 employees. In this study, the sampling technique used is saturated sampling where the entire population is used as the research sample. The data analyzed were 95 respondents, because 56 respondents were not willing to fill out the questionnaire.

Data collection technique

Data collection techniques used in this study consisted of documentation, and a questionnaire (questionnaire).

RESEARCH RESULTS AND DISCUSSION

Validity test

Whether or not an item of this research instrument is valid refers to the total value of the Pearson product moment correlation item at a significance level of 5% (0.05). If the probability of the correlation result (sig) is less than 0.05 (5%) then the research instrument item is declared valid and vice versa if the probability of the correlation result (sig) is greater than 0.05 (5%) then the research instrument item is declared invalid (Sugiyono, 2018). The results of all instrument items in this study are valid because they have a probability value (sig) of less than 0.05.

Reliability Test

Reliability testing was carried out using the SPSS version 22.0 program based on the Cronbach Alpha value. The questionnaire can be said to be reliable if it has a Cronbach Alpha reliability coefficient of 0.6 or more. The results of reliability testing on all variable items in this study that all instrument items have Cronbach's Alpha values above 0.6. This means that all items are reliable. Thus the whole question (questionnaire) can be used for research.

Normality test

Normality testing is done by using a normal probability plot graph. The results of normality testing in this study show that the points are around the diagonal line, so it can be said that the regression model has data that is normally distributed.

Heteroscedasticity Test

According to Ghozali (2018), one way to see if the heteroscedasticity requirements are met in the regression model is to look at the points on the scatter plot graph. If these points form a certain pattern, the regression indicates the existence of heteroscedasticity. The results of the heteroscedasticity test of this study showed that there were no symptoms of heteroscedasticity because the dots spread randomly and did not show a certain pattern.
Multicollinearity Test

Multicollinearity was tested by calculating the value of VIF (Variance Inflating Factor). If the VIF value is < 5 then there is no multicollinearity or non-multicollinearity (Ghozali, 2018). The results of this study concluded that the regression model did not detect any multicollinearity (between independent variables in the strongly correlated model) because the value of VIF (Variance Inflating Factor) < 5.

F Test (Model Test/ Simultaneous Test)

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>633,035</td>
<td>4</td>
<td>158,259</td>
<td>30,516</td>
<td>0.000*b</td>
</tr>
<tr>
<td>Residual</td>
<td>466,755</td>
<td>90</td>
<td>5,196</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1099,789</td>
<td>94</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Perilaku Inovatif Karyawan
b. Predictors: (Constant), Keterlibatan Kerja, Job Insecurity, Soft Skill, Hard Skill

In the ANOVA test above, the F number is 30.516 with a significance level (probability number) of 0.000. Because the probability number is < 0.05, this regression model is feasible to be used in predicting the dependent variable in this study, namely the innovative behavior of employees. Thus the statistical research model can be continued with partial testing.

Partial Test

Partial Hypothesis Test Results

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>1.362</td>
<td>2.449</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Job Insecurity</td>
<td>-0.004</td>
<td>0.079</td>
<td>-0.004</td>
</tr>
<tr>
<td></td>
<td>Soft Skill</td>
<td>0.252</td>
<td>0.067</td>
<td>0.247</td>
</tr>
<tr>
<td></td>
<td>Hard Skill</td>
<td>0.500</td>
<td>0.095</td>
<td>0.488</td>
</tr>
<tr>
<td></td>
<td>Keterlibatan Kerja</td>
<td>0.216</td>
<td>0.095</td>
<td>0.176</td>
</tr>
</tbody>
</table>

Based on the results of the partial test above, it can be seen the following things:

a. Constant (β0). The result of the constant value in the regression above is 1.362. This shows that if the value of the independent variable is 0, then the value of the dependent variable of employee innovative behavior (Y) is 1.362.

b. Regression equation:

\[ Y = 1.362 - 0.004 (X1) + 0.252 (X2) + 0.500 (X3) + 0.216 (X4) + e \]
c. Regression Coefficient

Coefficient (β1). The regression coefficient value of the job insecurity variable (X1) is 0.004 with a negative sign. This means that the job insecurity variable (X1) has a negative (opposite direction) effect on employee innovative behavior (Y). That is, if job insecurity increases, the innovative behavior of employees will decrease.

Coefficient (β2). The regression coefficient value of the soft skill variable (X2) is 0.252 with a positive sign. This means that the soft skill variable (X2) has a positive effect on employee innovative behavior (Y). That is, if soft skills are increased, the innovative behavior of employees will increase.

Coefficient (β3). The regression coefficient value of the Hard Skill variable (X3) is 0.500 with a positive sign. This means that the Hard Skill variable (X3) has a positive effect on employee innovative behavior (Y). That is, if Hard Skills are increased, the innovative behavior of employees will increase.

Coefficient (β4). The regression coefficient value of the Job Involvement variable (X4) is 0.216 with a positive sign. This means that the work involvement variable (X4) has a positive effect on employee innovative behavior (Y). That is, if work involvement is increased, the innovative behavior of employees will increase.

Discussion

Simultaneous Influence of Job Insecurity, Soft Skills, Hard Skills, and Job Involvement on Employee Innovative Work Behavior

Simultaneous effect testing is basically to test the effect of all the independent variables in the research model together on the dependent variable. If the model is significant then the model can be used for prediction/forecasting, partially. Conversely, if it is not significant then the regression model cannot be used for partial forecasting (Ghozali, 2018). The results of data analysis indicate that simultaneously Job Insecurity, Soft Skills, Hard Skills, and Job Involvement have a significant effect on the Innovative Behavior of Employees of PT. PLN Persero UP3 Pamekasan Madura. This means that all the independent variables in the research model can statistically be used to partially predict the influence of employees' innovative behavior.

Practically this means that the Innovative Work Behavior of Employees of PT.

The Influence of Job Insecurity on Employees' Innovative Work Behavior

The results showed that job insecurity had no significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the innovative behavior of employees is not influenced by job insecurity. The results of this study are in line with research conducted by Niesen (2018) where the effect of job insecurity on innovative work behavior shows insignificant results. The effect of job insecurity on the innovative behavior of employees in this study is not significant because job insecurity is subjective, based on the direct assessment of each employee in their work environment. This condition implies that feelings of job insecurity can differ between individuals even if they are exposed to the same situation. Furthermore, job insecurity does not only focus on the threat of imminent job loss, but also includes existing problems, deteriorating working conditions and career opportunities. Referring to the opinion of Hellgren (2010) who divides job insecurity into two dimensions of approach, namely quantitative job insecurity and qualitative job insecurity, where quantitative job insecurity is a feeling of worry about losing the job itself, while qualitative job insecurity refers to feelings of potential loss in the quality of the organization's position, such as deteriorating working conditions, lack of career opportunities, decreased salaries and development,
The Influence of Soft Skills on Employees' Innovative Work Behavior

The results showed that soft skills had a significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the employee's innovative behavior is good or bad is influenced by the soft skills of the employee. The better the soft skills possessed by the employee, the more innovative the employee's behavior will be. Soft skills are basic competencies that describe how a person behaves in order to carry out his work well, where this competency emphasizes productive behavior that must be possessed and demonstrated by someone in carrying out a job in order to achieve and make a person's performance good. Soft skills are also things that someone needs when in an organization and has a very important role, because it involves a person's basic ability to do a job. Without competence, a person will find it difficult to complete a job in accordance with the required standards. Therefore, it can be said that competence is a key determining factor for someone in producing excellent performance. Previous researchers have also proven the positive and significant influence of hard skills and soft skills on innovation capability (Ganguly et al, 2019; Rumanti et al, 2019; Li et al, 2019). More specifically, research concludes that soft skills have a positive and significant effect on teacher innovation capability (Perez-Luno et al, 2018). Employees generally play a key role in producing and reusing their knowledge and intellectual property through education and teaching (Al-Kurdi, El-Haddadah and Eldabi, 2018). For this reason, the scarcity of employees who have adequate and skilled hard and soft skills can cripple the innovation, competitiveness, growth and flexibility of an organization or company. Thus in the future, the company's response in improving hard skills and soft skills will be an important factor for the company's competitiveness. Employees with skills and innovation will become a capital luxury item and an instrument of civilization. the company's response in improving hard skills and soft skills will be an important factor for the company's competitiveness. Employees with skills and innovation will become a capital luxury item and an instrument of civilization.

The Influence of Hard Skills on Employees' Innovative Work Behavior

The results showed that hard skills had a significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the employee's innovative behavior is good or bad is influenced by the hard skills possessed by the employee. The better the hard skills possessed by the employee, the more innovative the employee's behavior will be. The results of this study are also in line with the findings of Qi and Chau's (2018) research on business organizations. This implies that the rarest and most valuable resources in the digital era are not ordinary and average employees, but employees who can create new ideas and innovations (Xu, David and Kim, 2018). Employees who have hard skills will show better innovative work behavior than employees who lack hard skills. Specifically, In an unstructured employee work environment, employees who have hard skills will have better performance. This study also found that hard skills had a greater effect on innovation behavior than soft skills. While several studies conducted by Albandea and Giret, (2018) found different things.

The Influence of Work Engagement on Employee Innovative Work Behavior

The results showed that work involvement had a significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the employee's innovative behavior is good or bad is influenced by the work involvement of the employee. The more positive the employee's job involvement is, the more innovative the employee's behavior will be. This can happen because when employees feel they can participate actively in the work they do so that the work can give them a feeling of pride, work involvement will affect employee innovative behavior because the innovation process can be stimulated through employee involvement, exploiting employee knowledge and ideas that are not involved in
research and development (RdanD) activities. Employees can facilitate new innovations through internal collaboration between divisions which stimulates sharing and borrowing of ideas. Another approach to increasing innovation is to stimulate all employees to look for trustworthy ideas inside and outside the organization. Wider involvement of employees in the innovation process is increasingly important. Employees at every level and section are increasingly expected to be pioneers in the birth of innovative ideas, products, processes and business models. The reason is that they often better understand the daily reality of the company, thanks to their interactions with parties such as colleagues, customers, suppliers, communities, and the government. Employees need to be encouraged to come up with new ideas and engage in innovative activities. The reason, significant changes in industry and society. More and more companies are breaking away from the traditional mindset that requires production and Research and Development activities to be separated from the outside world. Another reason is the growing market for a highly skilled, knowledge-intensive labor market. Employees with high education, knowledge, and skills will not be satisfied with only getting high salaries. The results of this study are in accordance with research from Bakker et.al (2010), as well as the statement of Robbins, (2016). Employees with high education, knowledge, and skills will not be satisfied with only getting high salaries. The results of this study are in accordance with research from Bakker et.al (2010), as well as the statement of Robbins, (2016).

Conclusion

1. Simultaneously Job Insecurity, Soft Skills, Hard Skills, and Job Involvement have a significant effect on the Innovative Behavior of Employees of PT. PLN Persero UP3 Pamekasan Madura. This means that all of the independent variables in the research model can statistically be used to partially predict the influence of employees' innovative behavior.

2. Job insecurity has no significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the innovative behavior of employees is not influenced by job insecurity.

3. Soft skills have a significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the employee's innovative behavior is good or bad is influenced by the soft skills of the employee. The better the soft skills possessed by the employee, the more innovative the employee's behavior will be.

4. Hard skills have a significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the employee's innovative behavior is good or bad is influenced by the hard skills possessed by the employee. The better the hard skills possessed by the employee, the more innovative the employee's behavior will be.

5. Work involvement has a significant effect on the innovative behavior of employees of PT. PLN Persero UP3 Pamekasan Madura. This means that whether or not the innovative behavior of employees is influenced by the work involvement of employees. The more positive the employee's work involvement, the more innovative the employee's behavior will be.

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