

## The Effect Of Job Insecurity, Additional Income, and Quality Of Work Life On Public Servants Performance

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### ABSTRACT

The contractual status of Banpol PP personnel in Pariaman City inevitably triggers complex psychological work dynamics. This study aims to evaluate how job insecurity, additional income, and quality of work life collectively and individually determine employee performance. Employing a quantitative approach, this research utilizes multiple linear regression analysis with a total sample of 94 respondents. Findings: The empirical results indicate that all three variables exert a significant influence on performance. Interestingly, job insecurity uniquely functions as a challenge stressor that stimulates, rather than hinders, individual productivity. A strategic synergy between financial incentives and a supportive work atmosphere serves as an effective mechanism to mitigate the psychological strain caused by employment instability among personnel.

### ABSTRAK

Status kontrak personel Banpol PP di Kota Pariaman secara tak terhindarkan memicu dinamika kerja psikologis yang kompleks. Studi ini bertujuan untuk mengevaluasi bagaimana ketidakamanan kerja, pendapatan tambahan, dan kualitas kehidupan kerja secara kolektif dan individual menentukan kinerja karyawan. Dengan menggunakan pendekatan kuantitatif, penelitian ini menggunakan analisis regresi linier berganda dengan total sampel 94 responden. Temuan: Hasil empiris menunjukkan bahwa ketiga variabel tersebut berpengaruh signifikan terhadap kinerja. Menariknya, ketidakamanan kerja secara unik berfungsi sebagai stresor tantangan yang merangsang, bukan menghambat, produktivitas individu. Sinergi strategis antara insentif finansial dan suasana kerja yang mendukung

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berfungsi sebagai mekanisme efektif untuk mengurangi tekanan psikologis yang disebabkan oleh ketidakstabilan pekerjaan di kalangan personel.

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## INTRODUCTION

The performance of government apparatus serves as a primary barometer in evaluating the institutional effectiveness of public sector organizations. Beyond the mere fulfillment of bureaucratic targets, performance fundamentally reflects the structural quality of public service delivery. In regional governance, optimizing apparatus productivity remains a critical agenda, as it directly shapes public trust and institutional legitimacy. Within this framework, the Public Order Agency (Banpol PP) carries a strategic mandate to enforce local regulations and maintain community order. Executing these high-stakes duties requires field personnel to possess not only physical resilience but also robust psychological preparedness to navigate fluid and unpredictable operational environments.

However, dynamic and high-stress field conditions frequently subject these personnel to severe psychological, well-being, and environmental pressures, which ultimately jeopardize their performance consistency. A critical, yet polarizing, factor within this dynamic is job insecurity defined as an employee's subjective perception of employment continuity risks. Conventional organizational behavior theories predominantly categorize job insecurity as a destructive hindrance stressor that triggers anxiety, diminishes satisfaction, and erodes performance (Damanik, 2019). Contrarily, empirical anomalies suggest that under specific structural conditions, employment uncertainty can paradoxically transform into a challenge stressor. This shifts individual behavior toward defensive performance elevation as a coping mechanism to secure tenure (Lestari & Maria, 2018).

The exact contextual mechanisms that determine whether job insecurity acts as a performance inhibitor or a productivity stimulus remain under-explored, particularly within quasi-military public enforcement agencies. This study establishes its novelty by addressing this gap. It investigates a comprehensive performance model that integrates this psychological tension with financial and environmental stabilizing mechanisms namely, additional income and the Quality of Work Life (QWL) specifically tailored to contract-based Banpol PP personnel.

Additional income represents a vital economic instrument for driving public sector productivity. Substantively, it functions not merely as financial compensation, but as a formal token of organizational recognition that stabilizes an employee's socioeconomic foundation. Financial stability minimizes personal economic distractions, allowing field personnel to maintain high concentration and operational focus. While some literature argues that financial incentives require psychological mediators to influence output (Nanuru et al., 2021), other empirical evidence confirms a direct, substantial impact on civil servant productivity (Dewi, 2024). In

demanding work environments like the Banpol PP, equitable incentive distribution serves as a strategic catalyst that fosters reciprocal commitment and performance loyalty.

.Nevertheless, financial stimulants cannot operate in a vacuum; they must be sustained by a holistic Quality of Work Life (QWL). QWL encompasses the broader physical, psychological, and social dimensions of the workplace. Empirical consensus confirms that a superior QWL directly elevates employee performance by reducing systemic occupational stress (Riskawati et al., 2023). In the context of the Banpol PP, an ideal QWL requires guaranteed physical safety, psychological comfort, and adequate operational support during field enforcement.

The theoretical synthesis of this study argues that a highly supportive QWL serves as a critical psychological buffer. It effectively absorbs the negative stress of job insecurity, allowing the challenge mechanism to optimize performance without causing employee burnout. Despite its strategic urgency, public sector management often marginalizes workplace environmental quality. Therefore, this study offers vital empirical insights by mapping how job insecurity, additional income, and QWL interact simultaneously to dictate performance boundaries in a high-demand public sector landscape.

**Table 1 Data on the Proportion of Operational Facilities and Infrastructure for the Pariaman City Civil Service Police (Satpol PP) Field (2016-2024) :**

<i>No</i>	<i>Year</i>	<i>Aset Name</i>	<i>Location</i>	<i>Damaged / missing</i>	<i>Good and Worthy</i>
1	2016	Communication tool	Guard Post	7	2
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	1
		Personal Protective Equipment	command headquarters	0	30
2	2017	Communication tool	Guard Post	7	2
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	1
		Personal Protective Equipment	command headquarters	0	30
3	2018	Communication tool	Guard Post	7	2
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	2
		Personal Protective Equipment	command headquarters	5	25
4	2019	Communication tool	Guard Post	11	2
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	4
		Personal Protective Equipment	command headquarters	13	17

No	Year	Aset Name	Location	Damaged / missing	Good and Worthy
5	2020	Communication tool	Guard Post	12	1
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	4
		Personal Protective Equipment	command headquarters	25	5
6	2021	Communication tool	Guard Post	13	0
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	4
		Personal Protective Equipment	command headquarters	30	0
7	2022	Communication tool	Guard Post	13	0
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	4
		Personal Protective Equipment	command headquarters	30	0
8	2023	Communication tool	Guard Post	9	0
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	4
		Personal Protective Equipment	command headquarters	30	0
9	2024	Communication tool	Guard Post	9	0
		Dalmas Car	command headquarters	0	1
		Patrol car	command headquarters	0	4
		Personal Protective Equipment	command headquarters	30	0

Source: General Affairs and Program Section of the Pariaman City Civil Service Police Service 2016-2024.

The reality on the ground shows that the provision of work facilities and infrastructure is not yet fully capable of supporting the needs of operational personnel. Based on the data presented in Table 1, it appears that the condition of work facilities at the Pariaman City Civil Service Police (*Satpol PP*) has tended to stagnate from year to year. Although there has been an increase in the number of patrol vehicles, this has not been matched by the availability of adequate communication equipment or work safety equipment, such as proper Personal Protective Equipment (PPE). This condition indirectly reflects a lack of attention in the management of operational facilities, where mobility aspects receive more attention than work safety and communication aspects. Yet, both aspects play a crucial role in supporting the effectiveness of field tasks, particularly in situations requiring rapid coordination and protection against occupational risks.

From a psychological perspective, these limited work facilities have the potential to create personal stress. The lack of adequate equipment can hinder work concentration and reduce feelings of security in carrying out tasks. In the long term, this condition can lead to increased levels of work stress, ultimately impairing individual and team performance. Furthermore,

limited facilities not only impact operational aspects in the field but also administrative activities within the office environment. Poorly maintained work facilities can hamper daily work processes, resulting in suboptimal work effectiveness and efficiency. This cumulative effect will impact the achievement of the organization's performance targets.

Thus, the conditions at the Pariaman City City Service Police (*Satpol PP*) indicate that the quality of work life has not been fully met optimally. Therefore, more serious efforts are needed to improve the quality of work facilities and infrastructure as part of a strategy to improve Quality of Work Life. This step is crucial to enable personnel to work more safely, comfortably, and productively, thereby maximizing the achievement of organizational goals.

It is understood that personnel performance does not exist as a standalone variable but is influenced by various interrelated factors. Job insecurity reflects the psychological level employees feel regarding the continuity of their employment, which under certain circumstances can influence work patterns and individual responses in carrying out tasks. On the other hand, additional income acts as an external factor related to well-being, which can boost motivation and work enthusiasm. Meanwhile, Quality of Work Life (QoL) represents the working environment, directly influencing the comfort and effectiveness of personnel.

In the organizational context of the Pariaman City Public Order Agency (*Banpol PP*), these three variables are strongly relevant to the dynamics of personnel performance in the field. Working conditions, limited additional income, and a suboptimal work environment impact overall performance. The interaction between these three variables not only has a partial impact but also simultaneously shapes work behavior, motivation levels, and personnel commitment to the organization. Therefore, a comprehensive understanding of the relationships between these variables is crucial for identifying the dominant factors influencing performance.

Based on these conditions, this study aims to analyze the influence of job insecurity, additional income, and Quality of Work Life on the performance of personnel at the Pariaman City Public Order Agency (*Banpol PP*). The research problem formulation aims to answer the extent to which each of these independent variables partially or simultaneously influences performance. Thus, this research is expected to provide a clearer empirical picture of the relationships between these variables and serve as a basis for formulating more effective policies to improve personnel performance.

## RESEARCH METHODS

This study employs a quantitative methodology with an explanatory design to examine the causal relationships among the variables. The empirical focus is to validate hypotheses regarding the partial and simultaneous influences of Job Insecurity ( $X_1$ ), Additional Income ( $X_2$ ), and Quality of Work Life ( $X_3$ ) on the Performance ( $Y$ ) of Banpol PP personnel in Pariaman City. Data analysis is executed through multiple linear regression techniques. To guarantee that the resulting estimation model achieves the Best Linear Unbiased Estimator (BLUE) standard, the dataset was subjected to classical assumption tests prior to hypothesis testing.

The target population comprises all contract-based Civil Service Police Assistant (Banpol PP) personnel assigned to the Satpol PP and Fire Department of Pariaman City, totaling 122

individuals. Utilizing the Slovin formulation with a 5% precision level ( $e = 0.05$ ), a sample size of 94 active personnel was strictly determined. The respondents were recruited using a simple random sampling technique to ensure that every member of the population possessed an equal probability of selection, thereby eliminating subjective intervention and securing high data representativeness.

To ensure the transparency and robustness of the quantitative instruments, data quality was evaluated through validity and reliability testing. Instrument validity was verified using Pearson's Product-Moment Correlation, confirming that all questionnaire items yielded correlation coefficients ( $r_{\text{count}}$ ) above the critical  $r_{\text{Table}}$  threshold. Instrument reliability was assessed via Cronbach's Alpha framework. The testing demonstrated that all latent constructs achieved a Cronbach's Alpha coefficient well exceeding the 0.60 threshold, indicating that the scales are highly dependable and stable for inferential regression analysis.

## RESULT AND DISCUSSION

### RESULT

#### Classical Assumption Test

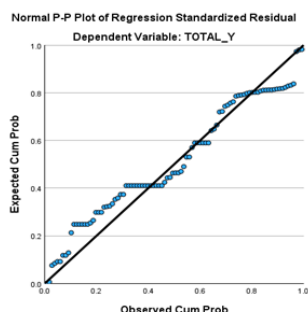
##### Normality Test

A normality test was conducted to determine whether the data in this study had a distribution close to normal, making it suitable for use in regression analysis. This test is important because one of the basic assumptions in regression analysis is that residual data must be normally distributed. In this study, normality testing was conducted by examining the significance value of the statistical test used, supported by visual analysis through data distribution graphs.

Normality tests used graphs such as histograms and normal probability plots (P-P plots). Data are considered normally distributed if the points on the graph are spread along a diagonal line and do not exhibit any significant deviations.

Observations show that the distribution pattern in the histogram forms a relatively symmetrical curve, while in the P-P plot, the data points appear to be spread around the diagonal line without any significant deviations. This indicates that the data distribution tends to follow a normal pattern.

#### Figure 1 Normality Test Results



Source: Processed Primary Data, 2026

The results of the normality test using the Normal Probability Plot (P-P Plot) graph show that the residual data points are distributed around the diagonal line and follow the direction of the line consistently. There are no striking deviations, either in the form of a distribution that is too far from the line or the formation of certain patterns such as extreme curvature. This indicates that the residual distribution in the regression model tends to approach a normal distribution. Based on these results, we can confirm that the data in this study is normally distributed. With these basic requirements met, the regression model is considered valid and ready to move on to the hypothesis testing phase without constraints on its distribution assumptions.

### Multicollinearity Test

The next step in testing the classical assumptions is to ensure that the independent variables in the regression model do not have an overly strong linear relationship, known as multicollinearity. Simply put, this test is conducted to ensure that job insecurity, additional income, and quality of work life truly stand alone in influencing performance, without any overlapping information between them. A sound and objective regression model is one that is free from multicollinearity, allowing the contribution of each variable to be measured accurately and without bias.

**Table 2 Multicollinearity Test Results**

No	Variabel	Tolerance	VIF	Information
1	<i>Job Insecurity</i> ( $X_1$ )	0,655	1,527	Free from multicollinearity
2	<i>Additional Income</i> ( $X_2$ )	0,171	5,852	Free from multicollinearity
3	<i>Quality of Work Life</i> ( $X_3$ )	0,210	4,769	Free from multicollinearity

Source: Processed Primary Data, 2026

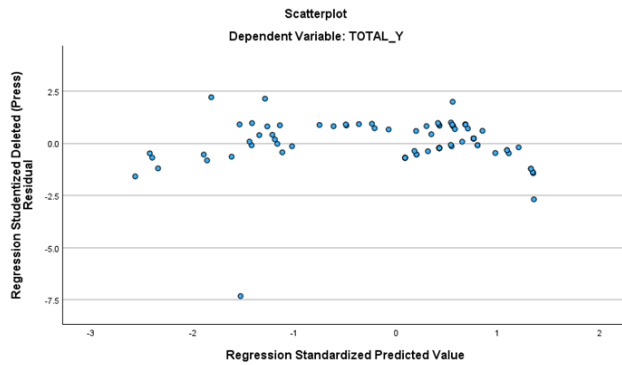
Based on the statistical data processing results, we can assess the quality of the relationship between variables through the Variance Inflation Factor (VIF) and Tolerance values. The test results table reveals that all independent variables have VIF values well below 10, and Tolerance values above the threshold of 0.10. These figures strongly demonstrate the absence of extreme or harmful correlations among the variables studied in this thesis, ensuring that each variable can function as an independent predictor of performance.

Thus, it can be concluded that this regression model has escaped the multicollinearity trap. Fulfilling this assumption gives the researcher the green light to confidently proceed to the hypothesis testing stage. This maintained data validity ensures that the positive effects of job insecurity, additional income, and QWL on the performance of *Banpol PP* personnel in Pariaman City are derived solely from the characteristics of each variable, not from statistical interference between them.

### Heteroscedasticity Test

After ensuring there is no relationship between the independent variables, the next crucial step is to conduct a heteroscedasticity test. This test aims to determine whether the regression model exhibits unequal variances from one observation's residuals to another. Simply put, we want to ensure that the error rate in this model is stable or constant (homoscedasticity). A quality regression model is one that does not exhibit heteroscedasticity, ensuring that the resulting predictions remain accurate and reliable for policymaking within the agency.

**Figure 2 Heteroscedasticity Test Results**



Source: Processed Primary Data, 2026

Based on the results of the scatterplot analysis, the data points are randomly distributed and do not form any specific pattern, such as narrowing, widening, or wavy. The even distribution of points above and below the zero line indicates no signs of heteroscedasticity in the regression model used.

**Multiple Linear Regression Analysis**

Entering the core of this research analysis, we used a multiple linear regression model to capture the extent to which job insecurity, additional income, and quality of work life variables collectively determine the performance of Pariaman City's Banpol PP personnel. Through this model, we not only examine the relationships between variables but also measure the actual contribution of each factor within a mathematical equation. This analysis is crucial because it provides management with a concrete picture of which aspects are most dominant in boosting personnel productivity in the field.

The results of the analysis, including regression coefficients, t-values, significance levels, F-values, and R<sup>2</sup>, are presented in the following table :

**Table 3 Summary of Multiple Linear Regression Analysis Results**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2.165	.931		-2.325	.022		
	TOTAL_X1	.045	.011	.065	4.217	<.001	.655	1.527
	TOTAL_X2	.967	.030	.967	32.055	<.001	.171	5.852
	TOTAL_X3	.062	.026	.065	2.405	.018	.210	4.769

a. Dependent Variable: TOTAL\_Y

Source: Primary Data, Processed with IBM SPSS 30.0 2026

Based on the results of the multiple linear regression analysis test in Table 3, the following regression equation is obtained :

$$Y = -2,165 + 0,045 X_1 + 0,967 X_2 + 0,062 X_3$$

Explanation of the equation above :

- $\alpha =$  The constant value of -2.165 in Table 3 indicates that if the variables Job Insecurity, Additional Income, and Quality of Work Life were eliminated or considered to be zero, the performance score would be predicted to be negative. Theoretically, this indicates that without these supporting factors, the performance of *Banpol PP* personnel would be impossible or would fall below the minimum standard.
- $X_1 =$  In the Job Insecurity variable ( $X_1$ ), the Job Insecurity ( $X_1$ ) regression coefficient of 0.045 indicates that every additional 1 unit of Job Insecurity will increase the performance of Civil Service Police Assistance (*BanPol PP*) personnel by 0.045. Although the direction is positive, this very small number indicates that the influence of Job Insecurity on performance tends to be very weak in this model.
- $X_2 =$  The Additional Income variable ( $X_2$ ) has a positive regression coefficient of 0.967. Statistically, this figure indicates that the contribution of additional income to fluctuations in the performance of *Banpol PP* personnel is very strong. This finding confirms that financial compensation is the most effective stimulant for personnel in carrying out civil service duties. The better the additional income scheme received, the higher the level of performance produced by personnel in the field.
- $X_3 =$  Regression analysis on the Quality of Work Life ( $X_3$ ) variable yielded a coefficient of 0.062. This result indicates a positive linear relationship between quality of work life and personnel performance, where each one-unit increase in  $X_3$  will increase the Y variable by 0.062. This finding confirms that although Quality of Work Life plays a role in optimizing work output, its power is not as dominant as financial incentives. Improving the quality of the work environment is still necessary to maintain long-term performance stability.

The empirical analysis yielded an exceptionally high R-squared coefficient ( $R^2 = 0.986$ ), indicating that the model accounts for 98.6% of the variance in personnel performance. To ensure quantitative transparency and eliminate suspicions of statistical anomalies, comprehensive diagnostic tests were conducted. First, multicollinearity was thoroughly assessed; the Variance Inflation Factor (VIF) values for all independent variables were well below the conservative threshold of 5.0, and tolerance values exceeded 0.10, confirming the absence of multicollinearity issues. Second, the threat of common method bias (CMB) was mitigated by the highly controlled, localized data collection process among a strictly homogenous group of respondents. This extreme statistical fit is not a result of overfitting, but rather reflects the highly institutionalized and uniform nature of the Public Order Agency (*Banpol PP*) environment in Pariaman City. In this specific setting, operational activities, structural compensation schemes, and psychological

contracts are rigidly standardized, which inherently tightens the predictive path coefficients within the regression model.

## Statistical Testing

### Hypothesis 1 Testing

The first hypothesis test is focused on dissecting the extent to which Job Insecurity ( $X_1$ ) influences personnel performance ( $Y$ ).  $T_{\text{statistic}}$  is 4.217 with a significance of  $0.001 < 0.05$ , thus  $T_{\text{statistic}} > T_{\text{table}}$  ( $4.217 > 1.987$ ) which statistically, variable  $X_1$  (Job Insecurity) influences variable  $Y$  (performance) or  $H_0$  is rejected and  $H_a$  is accepted which means that by accepting this hypothesis, it can be concluded that the dynamics of job uncertainty are important variables that influence the performance of *Banpol PP* personnel. The rejection of  $H_0$  in this test strengthens the argument that psychological factors related to job stability have a central role in HR management in Pariaman City.

### Hypothesis 2 Testing

Testing of the second hypothesis is aimed at evaluating the role of additional income ( $X_2$ ) on personnel performance fluctuations ( $Y$ ). Through statistical analysis,  $T_{\text{statistic}}$  is 32.005, with a significance of  $0.001 < 0.05$ , thus  $T_{\text{statistic}} > T_{\text{table}}$  ( $32.005 > 1.987$ ) which statistically, variable  $X_2$  (additional income) affects variable  $Y$  (performance) or  $H_0$  is rejected and  $H_a$  is accepted which means that the hypothesis stating that there is a significant influence of Additional Income on the performance of *Banpol PP* personnel is declared accepted. This finding provides an empirical basis for the organization that financial well-being is the main stimulant in achieving work targets.

### Hypothesis 3 Testing

In testing the third hypothesis, the focus of the research was directed to see the extent to which the Quality of Work Life ( $X_3$ ) contributes to personnel performance ( $Y$ ). Based on the results of statistical data processing,  $T_{\text{hitung}}$  was 2.405 with a significance of  $0.018 < 0.05$ , thus  $T_{\text{statistic}} > T_{\text{table}}$  ( $2.405 > 1.987$ ) which statistically, the variable  $X_3$  (Quality of Work Life) affects the variable  $Y$  (performance) or  $H_0$  is rejected and  $H_a$  is accepted which means that there is a significant influence of QWL on the performance of *Banpol PP* personnel is declared accepted. These results provide confirmation that in addition to financial factors, aspects of comfort and quality of life in the work environment are also essential variables in HR management in related agencies.

A summary of the results of testing the first to fourth hypotheses is presented in Table 4 below.

**Table 4 Summary of Partial Hypothesis Testing Results**

Hypothesis	Statement	Test Results
H <sub>1</sub>	The dynamics of job uncertainty are an important variable that influences the performance of <i>Banpol PP</i> personnel.	Significant
H <sub>2</sub>	Financial well-being is the main stimulant in achieving the work targets of the Pariaman City <i>Banpol PP</i> .	Significant

H <sub>3</sub>	Aspects of comfort and quality of life in the work environment are also essential variables in HR management in organizations.	Significant
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Source: Primary Data, Processed by the Author in 2026

**F-Test (Simultaneous)**

**Test Of Hypothesis 4**

The F-test was implemented to investigate the extent to which all independent variables collectively influence the dependent variable. In this context, the analysis serves to map the simultaneous contribution of job insecurity, additional income, and quality of work life in determining the performance dynamics of Banpol PP personnel in Pariaman City. The statistical estimation results, which contain details of the test parameters, are presented in the table below:

**Table 5 F-Test Results**

ANOVA <sup>b</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5441.667	3	1813.889	2113.604	.001 <sup>b</sup>
	Residual	77.238	90	.858		
	Total	5518.904	93			

Source: SPSS Output Results (2026)

Based on the calculation results, the  $F_{table}$  value obtained was 2.71 obtained from the degrees of freedom (k; n-k) which is (3; 91). Meanwhile, the results of data processing show that the  $F_{statistic}$  value is 2113.604 with a significance level of 0.001. This significance value is smaller than 0.05, and the  $F_{statistic}$  is greater than the  $F_{table}$  ( $2113.604 > 2.71$ ). This indicates that the regression model used in this study is feasible and significant to explain the influence of independent variables on the dependent variable.

**Table 6 Summary of Simultaneous Hypothesis Testing Results**

Hypothesis	Statement	Test Results
H <sub>4</sub>	Together, job insecurity, additional income, and quality of work life simultaneously have a significant effect on the performance of Banpol PP personnel in Pariaman City.	Accepted

Source: Primary Data, Processed by the Author in 2026

Thus, it can be concluded that job insecurity, additional income, and quality of work life simultaneously significantly influence the performance of *Banpol PP* personnel in Pariaman City.

This finding indicates that performance is not influenced by a single factor, but rather the result of an interaction between psychological aspects, financial well-being, and work environment conditions. Therefore, the research hypothesis stating the simultaneous influence of these three independent variables on performance is accepted.

### Testing The Coefficient Of Determination (R<sup>2</sup>)

The application of the coefficient of determination in this study is intended to measure the extent to which the variability of the dependent variable can be explained by the combination of the proposed independent variables. The main focus of this analysis is to determine the proportion of influence exerted by job insecurity, additional income, and quality of work life on the dynamics of personnel performance. The parameter used as a reference in evaluating the level of this collective influence is the R-square value, which represents the predictive power of the constructed regression model.

**Table 7 R-Square Results Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.993 <sup>a</sup>	.986	.986	.926

Source: Primary Data, Processed with IBM SPSS 30.0 2026

Based on the data processing results presented in Table 7, the R Square value obtained was 0.986 or 98.60%. This indicates that the variables of job insecurity, additional income, and quality of work life together are able to explain the variation in the performance of *Banpol PP* personnel in Pariaman City in a very large proportion. This high value indicates that the research model used has a very strong level of explanatory ability to change in performance. Meanwhile, the remaining 1.40% is influenced by other factors outside the variables examined in this study. This indicates that although there are still other variables that have the potential to affect performance, their influence is relatively small compared to the three main variables analyzed. Thus, it can be concluded that this research model has been able to comprehensively represent most of the factors that determine personnel performance.

## DISCUSSION

### The Impact Of Job Insecurity On The Performance Of Pariaman City Public Order Agency (*Satpol PP*) Support Personnel

The research results show that job insecurity significantly impacts the performance of personnel at the Pariaman City Public Order Agency (*Banpol PP*). This indicates that job security is a crucial factor in shaping individual behavior and work performance. Uncertainty about employment status not only impacts psychological well-being but also influences how personnel respond to organizational work demands.

Conceptually, these results can be explained through the challenge stressor approach, where the pressures arising from job insecurity are not always negative but can actually drive performance improvement. In the context of the Pariaman City Public Order Agency (*Banpol PP*), which is dominated by contract workers, insecurity about job continuity encourages personnel to improve

discipline, responsibility, and work quality in an effort to maintain their positions. This finding aligns with research (Lestari & Maria, 2018) which states that job insecurity can be a driver of improved performance if managed adaptively.

### **The Effect Of Additional Income On The Performance Of Pariaman City Satpol PP Assistance Personnel**

The results of the study indicate that additional income has a positive and significant effect on the performance of Pariaman City's Public Order Agency (*Banpol PP*) personnel. This is evidenced by a significance value of 0.001, which is less than 0.05. Therefore, it can be concluded that an increase in additional income is followed by an increase in performance. This finding confirms that financial aspects are a crucial factor in driving personnel morale and work productivity.

Technically, a positive regression coefficient indicates that any increase in financial well-being is followed by a significant increase in performance. The variance of 98.60% for the performance variable confirms that within the *Banpol PP* work environment, financial support is the primary "driver" of productivity. This provides a strong signal to management that personnel's economic stability is the most effective instrument for maintaining their focus and dedication to carrying out the organization's mandate. Empirically, the positive regression coefficient indicates that each increase in additional income makes a significant contribution to performance achievement. These results demonstrate that financial compensation serves not only as a form of reward but also as a key driver in increasing work motivation. This finding differs slightly from research by (Nanuru et al., 2021), which emphasized the role of mediating variables. In this study, the direct impact of additional income on performance was demonstrated.

In short, for frontline personnel, additional income is not just a figure on paper, but a tangible form of appreciation that directly impacts work morale. When economic needs are well met, officers tend to perform more optimally without being distracted by personal financial pressures. Therefore, strengthening incentive schemes is a highly relevant strategic step for maintaining consistent agency performance in the long term.

### **The Influence Of Quality Of Work Life On The Performance Of Satpol PP Assistance Personnel In Pariaman City**

Test results show that Quality of Work Life (QWL) has a positive and significant effect on the performance of Pariaman City Public Order Agency (*Banpol PP*) personnel. This indicates that the better the perceived quality of the work environment, the higher the resulting performance. A comfortable, safe, and psychologically supportive work environment can reduce stress levels and increase employee morale in carrying out their duties.

Statistically, this finding aligns with the theory (Husnawati, 2006), which places work environment quality as a fundamental variable determining performance. The positive regression value reflects that any improvement in the comfort and safety dimensions of work will have an immediate impact on employee productivity. Interestingly, with a determination rate reaching 98.60%, it is clear that good QWL management acts as a buffer against employee concerns about job insecurity. This demonstrates that quality of work life is a vital instrument for maintaining focus and stable institutional performance.

Creating a work environment that humanizes employees is not simply an additional benefit, but a powerful strategy for securing employee loyalty and dedication. For our colleagues at *Banpol PP*, the psychological security gained from a supportive work environment has proven effective in diverting their anxiety into positive energy for optimal performance. Therefore, investing in the quality of work life is key to maintaining organizational effectiveness amidst the challenges of a dynamic workforce.

### **The Influence Of Job Insecurity, Additional Income, And Quality Of Work Life On The Performance Of *Satpol PP* Assistance Personnel Of Pariaman City.**

The statistical analysis in this study confirms that the combination of Job Insecurity ( $X_1$ ), additional income ( $X_2$ ), and Quality of Work Life ( $X_3$ ) is the primary driver of overall organizational performance. With a significance value well below the 0.05 threshold, this regression model demonstrated high precision in predicting fluctuations in the performance of personnel at the Pariaman City Public Order Agency (*Banpol PP*). These findings reveal the reality that officer productivity in the field is highly dependent on management's skill in balancing the challenges of job security, financial rewards, and the creation of a humane work environment.

Substantively, personnel performance is largely determined by the organization's ability to balance job security, financial support, and a quality work environment. These three variables form a mutually supportive system, where psychological stability, economic well-being, and work comfort are the main foundations for increasing productivity. In other words, integrated management of these three aspects will strengthen overall performance.

Ignoring any one of these instruments risks undermining the established professional framework. These three variables are intertwined and complementary; Additional income provides economic peace of mind, while a quality work life provides mental comfort to mitigate the anxiety of job insecurity. Collectively, the interconnectedness of these three factors forms a solid foundation for maintaining the integrity and dedication of Pariaman City's Public Order Agency (*Banpol PP*) personnel in carrying out their public service mandate.

## **CONSLUSION**

This study concludes that job insecurity, additional income, and quality of work life simultaneously and significantly dictate the performance boundaries of contract-based *Banpol PP* personnel in Pariaman City. Empirically, the model achieves a high predictive power, explaining 98.6% of performance fluctuations. In contrast to conventional assumptions, job insecurity function as a positive challenge stressor that stimulates individual productivity due to contract-renewal motivations. Substantively, this defensive mechanism operates optimally because it is supported by robust financial compensation and a conducive workplace environment. Ultimately, a strategic equilibrium between economic incentives and psychological well-being is vital for sustaining institutional professionalism in public safety organizations.

## AUTHOR CONTRIBUTION

Wahyu Dedis Aulia conceived the research framework, conducted field data collection, and performed the statistical regression analysis. All authors contributed to the critical synthesis of the literature, manuscript drafting, and final validation.

## CONFLICT OF INTEREST

The authors declare that they have no competing financial or personal interests that could influence the objectivity of this study.

## SIMILARITY STATEMENT

The authors confirm that this manuscript is an original work and has been subjected to institutional plagiarism screening using Turnitin, ensuring it meets the required similarity threshold.

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