

ABSTRAK

Anita (1229240029): “Pengaruh Penerapan Sistem Informasi Digital Kearsipan (SIDIK) terhadap *Employee Well-Being* dengan *Job Insecurity* sebagai Variabel Mediasi di DISPUSIPDA Jawa Barat.”

Transformasi digital pada instansi pemerintahan mendorong perubahan sistem kerja, termasuk dalam pengelolaan arsip melalui penerapan Sistem Informasi Digital Kearsipan (SIDIK). Implementasi sistem digital diharapkan mampu meningkatkan efektivitas dan efisiensi kerja pegawai, namun perubahan tersebut juga berpotensi memunculkan *job insecurity* akibat tuntutan adaptasi terhadap teknologi dan perubahan pola kerja. Kondisi tersebut dapat berdampak pada *employee well-being*, yang mencerminkan kesejahteraan pegawai dalam aspek psikologis, emosional, dan sosial. Oleh karena itu, penelitian ini dilakukan untuk menganalisis pengaruh penerapan SIDIK terhadap *employee well-being* dengan mempertimbangkan *job insecurity* sebagai variabel mediasi.

Penelitian ini bertujuan untuk mengetahui pengaruh penerapan SIDIK terhadap *employee well-being*, pengaruh penerapan SIDIK terhadap *job insecurity*, pengaruh *job insecurity* terhadap *employee well-being*, serta pengaruh tidak langsung penerapan SIDIK terhadap *employee well-being* melalui *job insecurity*. Penelitian menggunakan metode deskriptif verifikatif dengan pendekatan kuantitatif. Populasi penelitian adalah seluruh pegawai pada instansi penelitian dengan teknik total sampling, sehingga seluruh populasi dijadikan responden penelitian. Data diperoleh melalui penyebaran kuesioner dan dianalisis menggunakan metode *Structural Equation Modeling–Partial Least Square* (SEM-PLS) dengan bantuan software SmartPLS.

Hasil penelitian menunjukkan bahwa penerapan SIDIK berpengaruh positif dan signifikan terhadap *employee well-being* dengan nilai koefisien jalur sebesar 0,573 dan p-value $0,000 < 0,05$, yang menunjukkan bahwa peningkatan kualitas penerapan sistem digital mampu meningkatkan kesejahteraan pegawai. Penerapan SIDIK juga berpengaruh negatif dan signifikan terhadap *job insecurity* dengan nilai koefisien jalur sebesar -0,739 dan p-value $0,000 < 0,05$, yang mengindikasikan bahwa implementasi sistem yang baik mampu menurunkan persepsi ketidakamanan kerja pegawai. Selain itu, *job insecurity* terbukti berpengaruh negatif dan signifikan terhadap *employee well-being* dengan nilai koefisien jalur sebesar -0,340 dan p-value $0,000 < 0,05$. Penelitian ini juga menemukan bahwa *job insecurity* memediasi secara signifikan pengaruh penerapan SIDIK terhadap *employee well-being*, yang menunjukkan bahwa keberhasilan transformasi digital tidak hanya ditentukan oleh aspek teknologi, tetapi juga oleh kemampuan organisasi dalam menciptakan rasa aman pegawai selama proses perubahan berlangsung.

Kata Kunci: Sistem Informasi Digital Kearsipan (SIDIK), *Employee Well-Being*, *Job Insecurity*.

ABSTRACT

Anita (1229240029): “The Effect of the Implementation of the Digital Archival Information System (SIDIK) on Employee Well-Being with Job Insecurity as a Mediating Variable at the wesr java DISPUSIPDA”

Digital transformation in government institutions has encouraged changes in work systems, including archival management through the implementation of the Digital Archival Information System (SIDIK). The implementation of a digital system is expected to improve employees' work effectiveness and efficiency; however, such changes may also create job insecurity due to the need to adapt to new technologies and changing work patterns. This condition can affect employee well-being, which reflects employees' psychological, emotional, and social welfare. Therefore, this study was conducted to analyze the effect of SIDIK implementation on employee well-being by considering job insecurity as a mediating variable.

This study aims to examine the effect of SIDIK implementation on employee well-being, the effect of SIDIK implementation on job insecurity, the effect of job insecurity on employee well-being, and the indirect effect of SIDIK implementation on employee well-being through job insecurity. The study employed a descriptive-verification method with a quantitative approach. The research population consisted of all employees within the studied institution, and a total sampling technique was applied, meaning that all members of the population were included as respondents. Data were collected through questionnaires and analyzed using the Structural Equation Modeling–Partial Least Square (SEM-PLS) method with the assistance of SmartPLS software.

The results indicate that SIDIK implementation has a positive and significant effect on employee well-being, with a path coefficient value of 0.573 and a p -value of $0.000 < 0.05$, suggesting that improvements in the quality of digital system implementation can enhance employee well-being. SIDIK implementation also has a negative and significant effect on job insecurity, with a path coefficient value of -0.739 and a p -value of $0.000 < 0.05$, indicating that effective system implementation can reduce employees' perceptions of job insecurity. Furthermore, job insecurity has been found to have a negative and significant effect on employee well-being, with a path coefficient value of -0.340 and a p -value of $0.000 < 0.05$. The study also reveals that job insecurity significantly mediates the relationship between SIDIK implementation and employee well-being. This finding suggests that the success of digital transformation is determined not only by technological aspects but also by the organization's ability to create a sense of security among employees throughout the change process.

Keywords: Digital Archival Information System (SIDIK), Employee Well-Being, Job Insecurity.