

LINKING JOB SECURITY TO PSYCHOLOGICAL WELL-BEING THROUGH JOB SATISFACTION POLICE

Netty Merdiaty

*Fakultas Psikologi, Universitas Bhayangkara Jakarta Raya, Indonesia
netty.merdiaty@dsn.ubharajaya.ac.id*

ABSTRACT

This study aims to investigate the direct effect of job security on psychological well-being with job satisfaction as a mediator among the Police in Indonesia. The research method used a quantitative approach with 101 police respondents. The analysis results showed that all variables met the criteria of validity and reliability. There is no problem of multicollinearity between latent variables. The study highlights the importance of job security, job satisfaction, and psychological well-being among police officers and employees in the public organization. The analysis showed that job security significantly influenced job satisfaction and psychological well-being. Although job satisfaction may not play the role of maximal mediation, the importance of a supportive work environment in improving job satisfaction and psychological well-being among police officers is also highlighted. The rigorous methodology and comprehensive analysis provide valuable insights into the relationship between job security, job satisfaction, and psychological well-being in Indonesia's law enforcement context.

Keywords: *employee, job security, job satisfaction, psychological well-being, work environment*

This article is licensed under [CC BY-SA 4.0](https://creativecommons.org/licenses/by-sa/4.0/) 

INTRODUCTION

The main job of the police is to protect the public and maintain public safety. Police officers are responsible for enforcing laws, responding to emergencies, investigating crime, building community relationships through community policing efforts, attending neighborhood association meetings, and answering questions from residents. Today in Indonesia, the work of a policeman involves daily physical and psychological hazards, and as a result, they experience impaired attitudes, behaviors, and relationships, thus affecting their well-being. The psychological well-being of police officers is a critical concern because of the complex work-related stressors they face. Research has shown that police employees are exposed to various stressors and are prone to a decline in psychological well-being (Jackman, Jacobs, Hawkins, & Sisson, 2022). Psychological well-being is usually used as a term for all phrases related to happiness, contentment, self-actualization, peace, and happiness with all elements of life.

Police officers face a variety of stressors in their jobs, which can have a significant impact on their well-being. Some everyday stressors police officers face include Administrative Stressors, i.e., job demands, job insecurity, insufficient wages, and making excessive reports (Violanti et al., 2016). Other stressors are operational pressures that occur in the police work environment, such as accidents in patrol cars, exposure to violence, and traumatic incidents. Other stressors are organizational or workplace pressures. These include discrimination, lack of trust in other officers, and lack of job satisfaction (Otto & Gatens, 2022). These stressors can have a significant impact on the mental and physical well-being of police officers. Hence, it is necessary to highlight the importance of coping with and managing stress in law enforcement.

The high crime rate in every city in Indonesia in 2023 encourages the importance of a sense of security for the police in carrying out their duties. Police also need to feel safe and supported by the organization and their superiors while working to create a sense of security for the community. The police's sense of security also contributes to the police's positive image in the eyes of the public. Job security is important for both police and organizations, as job security can help retain talent, maintain a productive workforce, and encourage positive morale to encourage loyalty among employees. (Maslow, 1954), (Herzberg, 2015) and (Super, 1957) said everyone needs safety or security. That is, the police as individuals and professionals must feel security by having certainty at a permanent job or when able to control the tasks performed.

Job security is usually defined as an employee's perception that their job, as an essential feature, is safe. (Probst, 2002) defines job security as understanding the stability and sustainability of work done by individuals. Job security indicates knowing that the job is secure and that the police are likely to continue working safely in their current and future roles or until the individual leaves. Considering the impact of job security on employee health and well-being, a 1989 study showed that perceived job security impacts staff members' health, in this case, the Police ((Kuhnert, Sims, & Lahey, 1989). The impact of job security or insecurity on mental and physical health is crucial. More recently, a study related to job security conducted in Spain in 2020 during COVID-19 lockdown showed that people with higher levels of job insecurity and also more work-family conflicts showed more significant signs of anxiety, depression, and insomnia (Antino, Ruiz-Zorrilla, Sanz-Vergel, Leon-Perez, & Rodriguez-Muñoz, 2022). Studies from (Clarke & Ward, 2006) (Daud, 2017), and (MacDonald, Härenstam, Warren, & Punnett, 2008) revealed that stress at work dramatically affects the health of workers psychologically.

The psychological well-being of work and security are closely related concepts. Employees who feel secure in their jobs can focus more on their jobs and produce high-quality results, leading to job satisfaction and improved mental and physical well-being (Herrity, 2023). Research by Qualitrics in 2023 shows that engagement decreases by 37% among employees who feel insecure about their job stability. With the lack of job security research on psychological well-being in the police force, especially in Indonesia, researchers will try to build a concept based on previous research on employees in general. (Rehman, Bashir, & Hassan, 2017) Research revealed that job security, job autonomy, and supervisor support positively correlate with employees' psychological well-being. Followed by another study conducted by (Park & Kim, 2019), the results stated that exposure to physical (exceptionally ergonomic) and psycho social factors is negatively associated with good subjective health and well-being. After adjusting for confounding by physical and psycho-social factors, job satisfaction and security were positively related to subjective health and well-being. Thus, organizations where personnel enjoy job security can enjoy stability, progress, and longevity (Park & Kim, 2019). (Artz & Kaya, 2014) suggest that job security, which is usually calculated using the likelihood of future job loss, is a factor that can affect job satisfaction among personnel in an organization.

A literature review on occupational psychology safety and well-being in 2023 highlights the mediating role of job satisfaction in the relationship between job characteristics and mental and physical health (Charkhabi, Alimohammadi, & Charkhabi, 2014). Job satisfaction is a reflection of a person's sense of work. This is the result of the excellent work ethic of the

working class and everything that happens to them in the world of work (Maulidiyah, 2021). The work environment will improve and support employees' work so that they feel comfortable with their job performance and satisfied with the work done. Job satisfaction plays a vital role in the psychological well-being of police officers, who face various job stressors. Studies have shown that job satisfaction is positively correlated with psychological well-being among police officers (Padhy, Sarkar, Panigrahi, & Paul, 2015)

Overall, the importance of police officers' psychological well-being is supported by many facets, including various contributing factors such as job security, job satisfaction, and their effectiveness in maintaining public safety.

METHOD

This research will use a quantitative research approach. A survey questionnaire will be given to Metro Police in Indonesia, with 111 police as respondents. Researchers used purposive sampling with respondent criteria adjusted to the research data needs. The questionnaire used a Likert scale from 1 (strongly disagree) to 5 (strongly agree).

Instruments and measurements refer to the tools and techniques used to collect data from participants or sources to answer research questions or test hypotheses. Researchers adopt the scale from the expert. These instruments can range from surveys and questionnaires to observation protocols and physiological measurements. The scale measures six dimensions of psychological well-being: self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. The scale consists of 18 items, each dimension assessed by three items. The internal consistency coefficients for the PWB Scale are high, ranging from 0.87 to 0.96, and the test-retest reliability coefficients range from 0.74 to 0.97. The Job Satisfaction Survey (JSS) from Spector is a well-established questionnaire used to evaluate nine dimensions of job satisfaction related to overall satisfaction. It is a 36-item scale, with the nine sub-scales comprising four items. The JSS is widely used in psychology research and applies to various organizations. The JSS has good construct validity and reliability, with an internal consistency coefficient ranging from 0.80 to 0.90 for the extrinsic and intrinsic sub-scales and 0.90 for the general scale. The Job Security Index (JSI) is a well-validated and reliable measure of an individual's cognitive job security and consists of 18 items. The scale has been extensively studied for its psychometric properties, reliability, and validity. The JSI has demonstrated high internal consistency, with a Cronbach's alpha value of 0.94, indicating strong reliability.

The questionnaire will include validated scales to measure psychological well-being, job satisfaction, and Job security. Statistical techniques with a partial least square structural equation model (PLS-SEM 3.3.3) will be used to analyze the relationships and test the mediation effect of job satisfaction on the relationship between job security and psychological well-being. Following the PLS-SEM 3.3.3 analysis literature, a two-step procedure was developed to assess the structural and measurement models (Hair, Page et al., 2019). Reflective frameworks' validity and reliability were used to evaluate the measurement model, and R², f², Q², and path coefficients were used to evaluate the structural model (Hair et al., 2019).

RESULTS AND DISCUSSION

The first thing tested using PLS is to look at the validity indicators (outer loading) and Convergent validity (AVE). The validity indicator can be measured using the outer loading score; if the outer loading value is more than 0.70 (>0.70), then the indicator can be used. The Average Variance Extracted (AVE) value that meets the minimum criteria is more significant than 0.50 (>0.50). If, in the test, there is an outer loading value below 0.70, the indicator can still be used, provided that the minimum loading value is more significant than 0.40 (Loading >0.40) and the AVE value is more than 0.50 (AVE >0.5), so that the variable can be said to be valid. It should be omitted if it is less than 0.40 (Joseph F Hair *et al.*, 2017).

Table 1 Indicator Validity dan Convergent Validity (AVE)

Variable Latent	Indicator	Loading (>0.60)	Ave (>0.50)
Job Satisfaction	JS 10	0,762	0,587
	JS 12	0,756	
	JS 13	0,704	
	JS 14	0,813	
	JS 16	0,807	
	JS 18	0,714	
	JS 19	0,808	
	JS 2	0,712	
	JS 20	0,727	
	JS 21	0,787	
	JS 22	0,785	
	JS 23	0,793	
	JS 24	0,741	
	JS 25	0,774	
	JS 26	0,753	
	JS 27	0,770	
	JS 28	0,800	
	JS 3	0,717	
	JS 30	0,783	
	JS 31	0,737	
	JS 32	0,811	
	JS 33	0,809	
	JS 35	0,786	
	JS 36	0,748	
	JS 4	0,773	
	JS 5	0,821	
	JS 6	0,724	
	JS 7	0,710	
JS 8	0,765		
Job Security	JSI1	0,898	0,737
	JSI10	0,819	
	JSI11	0,841	
	JSI12	0,798	
	JSI14	0,885	
	JSI15	0,939	
	JSI16	0,855	

	JSI17	0,849	
	JSI18	0,779	
	JSI2	0,868	
	JSI4	0,832	
	JSI5	0,857	
	JSI6	0,766	
	JSI7	0,918	
	JSI8	0,923	
	JSI9	0,888	
Psychological Wellbeing	PWB1	0,902	0,751
	PWB10	0,817	
	PWB11	0,839	
	PWB12	0,799	
	PWB14	0,886	
	PWB15	0,941	
	PWB16	0,852	
	PWB17	0,852	
	PWB2	0,873	
	PWB3	0,899	
	PWB4	0,834	
	PWB5	0,862	
	PWB6	0,764	
	PWB7	0,915	
	PWB8	0,922	
	PWB9	0,885	

Source: Research data processed using SmartPLS 3.3.3 software in 2023

If you look at the table above, it can be said that the results of the calculation of the value of loading factors and Average Variance Extracted (AVE) of all variables and indicators have met the validity criteria and can proceed to the next test, namely testing the value of construct reliability and composite reliability. A variable construct is considered reliable if it has a composite reliability value above 0.70 and Cronbach's alpha above 0.70 (Joseph F Hair *et al.*, 2017)

Table 2. Construct Reliability (Cronbach's Alpha dan Composite Reliability)

Variable Latent	Cronbach's Alpha	Composite Reliability
Job Satisfaction	0,978	0,976
Job Security	0,978	0,978
Psychological Well being	0,979	0,980

Source: Research data processed using SmartPLS 3.3.3 software in 2023

Based on Table 2 above, it can be known that all the calculation results of the Cronbach alpha and composite reliability constructs of all variables meet the criteria, and the calculation results of outer loading, AVE, and Composite reliability have met the requirements. The research model can be used for further testing.

The next test is to perform a discriminant validity test to prove whether the indicator on a construct will have the most significant loading factor in the construct formed than the loading

factor with other constructs. This can be known through the Fornier-lacker criteria value, or it can also be used in the cross-loadings table (Joseph F Hair *et al.*, 2017). In this study, the value used is the value of the Fornier-lacker criteria table.

Tabel 3 Discriminant Validity nilai Fornier-lacker criteria

Variabel Laten	Job Satisfaction	Job Security	Psychological Wellbeing
Job Satisfaction	0,766		
Job Security	0,796	0,859	
Psychology Well Being	0,791	0,999	0,866

Source: Research data processed using SmartPLS 3.3.3 Year 2023

Based on the results of convergent validity testing in the table above, the following information can be obtained: The correlation relationship between variables in each latent construct in this study has a higher value when compared to the correlation between other variables contained in this study. So, it can be seen that there is no problem of multicollinearity between latent variables.

Inner Model

Collinearity assessment

The collinearity assessment in the structure model has the same concept as the formative measurement model, namely by considering the VIF value. The VIF value must be less than 5.0. this indicates that the model is free of multicollinearity symptoms in all predictors of all mirrors so that testing can be carried to the next stage (Joseph F Hair *et al.*, 2017)

Table 4. Collinearity assessment VIF

Variable Latent	Job Satisfaction	Psychological Well being
Job Satisfaction		2,731
Job Security	1,000	2,731
Psychological Well being		

Source: Research data processed using SmartPLS 3.3.3 software in 2023

Based on the table above, the following information can be known: The VIF value on each construct variable is smaller than 5.0 (<5.0). Based on the results of the calculation of the VIF value, all variables do not have symptoms of multicollinearity and can be used in subsequent analyses.

Coefficient of determination (R²)

The coefficient of determination is used to measure the accuracy of predictions (estimations). In general, an R2 value of 0.75 has a considerable estimation accuracy, an R2 of 0.50 has a medium accuracy estimation, and an R2 value of 0.25 has a low estimation accuracy (Joseph F Hair *et al.*, 2017). The result of the value of the coefficient of determination can be found in the following table.

Table 5. coefficient of determination (R²)

Variable Latent	R Square	R Square Adjusted
Job Satisfaction	0,634	0,630

Psychological Well being	0,998	0,998
--------------------------	-------	-------

Source: Research data processed using SmartPLS 3.3.3 software in 2023

Based on the table above, the following information can be known:

1. R2 JOB satisfaction model estimation accuracy 0.634. This value indicates a high accuracy estimation. In other words, Job Security and psychological well-being influenced 63.4%, while other factors outside the research model influenced the remaining 27.6%.
2. The accuracy of estimating model R2 psychological well being is 0.998. Based on this value, it has a high accuracy estimation. In other words, job security and job satisfaction affect 99.8%, while other factors outside the research model influence the remaining 0.20%.

Predictive relevance (Q²)

In addition to evaluating the magnitude of the R2 value as a criterion for prediction accuracy, researchers can use the Stone-Geisser Q2 value. Q2 values are obtained using the blindfolding procedure. As a relative measurement of predictive relevance, a value of 0.02 is considered to have little predictive relevance, 0.15 has moderate predictive relevance, and 0.35 has great predictive relevance (Joseph F Hair *et al.*, 2017.)

Table 6. Predictive relevance (Q²)

	SSO	SSE	Q ² (=1-SSE/SSO)
Job Satisfaction	3219,000	2082,425	0,353
Job Security	1776,000	1776,000	
Psychological Well being	1776,000	461,398	0,740

Source: Research data processed using SmartPLS 3.3.3 software in 2023

Based on the test results in the table above, information can be obtained as follows:

1. Q2 value predictive relevance for constructive models The JOB satisfaction variable is influenced by job security by 0.353 and is classified as having great predictive relevance.
2. The Q2 value of predictive relevance for constructive models of psychological well-being, job satisfaction, and job security variables was 0.740 and was classified as having great predictive relevance.

Effect size (f²)

To evaluate the R2 value of all endogenous variables using f2. The difference between f2 and R2 is that f2 is more specific to each exogenous variable. Generally, a value of 0.02 is considered to have a slight effect size, 0.15 has a medium effect size, and 0.35 has a significant effect size (Joseph F Hair *et al.*, 2017). Here is a table of f2 value

Table 7. Affect size value f2

	Job Satisfaction	Job Security	Psychological Wellbeing
Job Satisfaction			0,021
Job Security	1,731		162,726
Psychological Well being			

Source: Research data processed using SmartPLS 3.3.3 software in 2023

Based on the test results in the table above, information can be obtained as follows:

1. The F2 value affects the size of the constructive model. The job satisfaction variable affects the psychological well-being variable by 0.021 and is classified as having a small estimation value.
2. F2 value affects size for constructive model The job security variable affects the Job satisfaction variable by 1.731 and is classified as having a considerable estimation value.
3. The value of F2 affects the size of the constructive model. The Job Security variable through job satisfaction affects the psychological well-being variable of 162,726 and is classified as having a tremendous estimating value.

Test Research Hypothesis

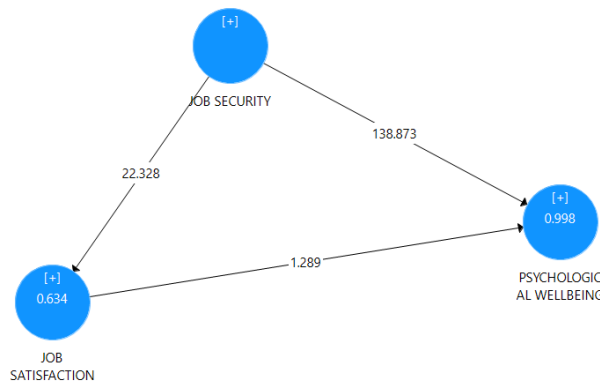


Figure 2: Calculation results of the structural bootstrapping test of the research line
 Source: Research data processed using SmartPLS 3.3.3 Software in 2023

Coefficient analysis of structural models is used to test hypothesis by knowing which relationships have a significant effect. If the p-value < a (0.05), then the relationship is substantial, whereas if the p-value > a (0.05), then the relationship is not significant (Joseph F Hair *et al.*, 2017).

Table 8. Test the Hypothesis of Direct Influence of the Research Model

Hypothesis	Path Coefficient	Original Sample (O)	T Statistics ((O/STDEV))	P Values	Information
H1	Job Satisfaction -> Psychological Well being	-0,012	1,289	0,197	Reject
H2	Job Security -> Job Satisfaction	0,796	22,328	0,000	Accept
H3	Job Security -> Psychological Well being	0,999	5111,041	0,000	Accept

Source: Research data processed using SmartPLS 3.3.3 software in 2023

Based on the table above, the following information can be known:

1. Job Satisfaction -> Psychological well-being has an Original Sample (O) value of -0.012 and a P Value of 0.197 greater than 0.05. Based on this value, a significant negative influence can be known. Then, H1 is rejected, and H0 is accepted.
2. Job Security -> Job Satisfaction has an Original Sample (O) value of 0.796 and P Values of 0.000, less than 0.05. Based on this value, there is a significant favorable influence. Then, **H2 is accepted**, and H0 is rejected.
3. Job Security -> Psychological Well-being has an Original Sample (O) value of 0.999 and a P Value of 0.000 smaller than 0.05. Based on this value, it can be known that there is a significant favorable influence. Then **H3 is accepted**, and H0 is rejected

Table 9. The hypothesis of indirect influence of the Research model

Hipot esis	Koefisien Jalur	Original Sample (O)	T Statistics (O/STDEV)	P Values	Keterangan
H4	Job Security -> Job Satisfaction -> Psychological Well being	-0,009	1,254	0,210	Ditolak

Source: Research data processed using Smart-PLS 3.3.3 software in 2023

Based on the table above, the following information can be known: Job Security -> Job Satisfaction -> Psychological well-being has an Original Sample (O) value of --0.009 and P Values of 0.210 greater than 0.05. Based on this value, it can be known that there is a significant negative influence. Then, **H6 rejects**, and H0 is accepted.

Multi group Analysis (PLS-MGA)

Multi group Analysis with Partial Least Square (MGA-PLS) is a PLS approach method used to see differences between two or more groups by first looking for relationships between latent variables (variables that cannot be measured directly) using Structural Equation Modelling – Partial Least Square (SEM-PLS). After knowing that all exogenous variables affect endogenous variables, MGA-PLS aims to determine the differences in characteristics between 2 or more groups and conduct a group comparison test using a non-parametric approach. There is a significant difference if the p-value < a (0.05). MGA-PLS results are as follows (Joseph F Hair *et al.*, 2017).

Table 11. multi-group analysis (PLS-MGA) Direct influence

Koefisien Jalur	Path Coefficients- diff (Men Women)	p-Value original 1-tailed (men vs Women)	p-Value new (Men vs Women)	Information
Job Satisfaction -> Psychological Well being	0,025	0,215	0,430	no different
Job Security -> Job Satisfaction	-0,068	0,912	0,177	No Different
Job Security -> Psychological Well being	-0,022	0,789	0,423	No Different

Job Satisfaction -> Psychological Well being	0,025	0,215	0,430	No Different
Job Security -> Job Satisfaction	-0,068	0,912	0,177	No Different

Source: Research data processed using SmartPLS 3.3.3 software in 2022

Based on the table above, the following information can be known: All research path coefficients have p-values greater than 0.05; based on these results; it can be concluded that there is no significant difference in the direct influence path coefficient between male and female respondents

Table 12. Multi group analysis (PLS-MGA) Indirect Influence

Koefisien Jalur	Specific Indirect Effects-diff (Men - Women)	p-Value original 1-tailed (Men vs Women)	p-Value new (Men vs Women)	Information
Job Security -> Job Satisfaction -> Psychological Well being	0,022	0,214	0,428	No Different

Source: Research data processed using SmartPLS 3.3.3 software in 2022

Based on the table above, the following information can be known: All research path coefficients have a p-value greater than 0.05; based on these results, it can be concluded that there is no significant difference in the indirect influence path coefficient between male and female respondents.

Importance Of Performance Matrix Analysis (IPMA)

The main characteristic of the PLS-SEM method is the extraction of latent variable scores. The importance of performance matrix analysis (IPMA) helps extend the findings of PLS-SEM baseline results using latent variable scores. IPMA analysis is measured based on a structural model where importance values are obtained from the total effect received by constructs, and performance values are obtained from latent variable scores. This is significant enough to be considered when improving a management activity. The relationship between importance and performance in IPMA analysis is divided into four quadrants, which are interpreted as follows (Joseph F Hair *et al.*, 2017).

1. Quadrant I ("Keep Up the Good Work") In quadrant I, there are factors that customers consider essential and are expected to support customer satisfaction. The company is obliged to maintain this performance.
2. Quadrant II ("Possible Overkill") In quadrant II, there are factors that can be said to be not too important and not too expected by customers. Companies are advised to allocate related resources on factors that fall into this quadrant to other factors with higher priority values.
3. Quadrant III ("Low Priority") In quadrant III, factors considered to be the level of perception and actual performance have low or essential values, meaning that customers do not expect the factors in quadrant III. Companies are advised to pay less attention to factors in this quadrant.

Quadrant IV ("Concentrate Here") In quadrant IV, there are essential factors and customer expectations, but the performance is considered unsatisfactory. Companies need to concentrate on allocating resources to improve the performance of factors contained in this quadrant.

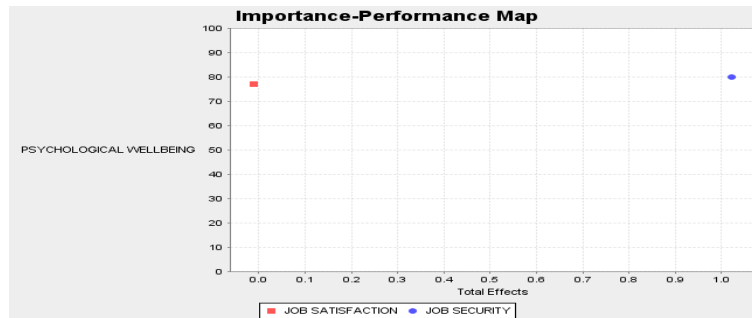


Figure 3: Importance-Performance Map Analysis Psychological Well-Being

Table 10. Importance-Performance Map Analysis

Variable later	Total Effects		LV Performances
	Psychological Well- Being	Job Satisfaction	
Job Satisfaction	-0,012		77,232
Job Security	0,999	0,796	79,921
Psychological Well being			80,157

Source: Research data processed using Smart-PLS 3.3.3 software in 2023

Based on the table above, the following information can be known:

1. Figure 1: Importance-Performance Map Analysis Job security, job satisfaction Being in Quadrant 1 can be concluded variables It is essential in increasing Job Satisfaction
2. Figure 2: Importance-Performance Map Analysis Psychological well-being, Job Security Being in Quadrant 1 can be concluded that these variables are significant in improving Psychological Well Being

CONCLUSION

A literature review emphasized the importance of job satisfaction in improving the psychological well-being of police officers, who often face significant work-related stress. The research and measurement instruments used in the study are well-established and validated, ensuring the reliability and validity of the data collected. For example, the Psychological Well-Being Scale shows a high internal consistency coefficient, indicating strong reliability. This model has been widely researched (Maryatmi, 2020). The results of this study indicated that increased job security tends to be followed by an increase in well-being. Although the role of job satisfaction on psychological well-being has been widely studied, the results are very diverse.

The relationship between job security and job satisfaction proved to be very strong, proven in every step of testing in this study. Likewise, the relationship between political job security and the psychology of well-being proved to be very strong in every step of testing in this study. At the same time, job satisfaction directly affects psychological well-being but has no significant effect. In addition, job satisfaction in the Police does not play a maximum role as a mediator in psychological well-being because the P value is more significant than 0.05. If the significance

value of $t > 0.05$, then H_0 is accepted, meaning no considerable effect exists between one independent and dependent variable. The results of this study are in line with previous research. Research from (Safari, Aima, & Havidz, 2022) states that job satisfaction does not mediate transformational leadership in OCB.

In testing the Importance-Performance Map Analysis of Psychological Well-Being, it was seen that to improve the psychology of police well-being lies in job security; job security is often considered more important than job satisfaction for police officers due to the stable nature of work in law enforcement. Even in areas of financial difficulty, the police force had to be maintained, which led to rare layoffs in this area. In addition, high job security, accompanied by benefits such as health care coverage, police pension funds, and paid vacation, contributes to the overall stability of the profession. While job satisfaction is also important, the stability and security offered by a career in law enforcement are highly valued, especially given the critical role police officers play in maintaining security and public order (Basinska & Dåderman, 2019).

Police officers can feel satisfaction in their jobs when they have a supportive work environment, positive relationships with colleagues and superiors, opportunities for career advancement, training, and skills development, a balanced work life, a feeling of control over their work, recognition and support from their organization and society, and fair compensation and benefits (Trivellas, Akrivouli, Tsifora, & Tsoutsas, 2015); (Hoboubi, Choobineh, Ghanavati, Keshavarzi, & Hosseini, 2017); (Paoline III & Gau, 2020); (Jaafar¹, Hassan, & Zambi, 2021); (Mellijor, 2023);

In conclusion, the journal provides valuable insights into the relationship between job security, job satisfaction, and psychological well-being among police officers. Rigorous study methodologies, comprehensive literature reviews, and robust data analysis contribute to the existing body of knowledge on this critical topic. The findings showed that job security significantly influenced job satisfaction and psychological well-being, with no significant differences between male and female officers in job security's direct and indirect effects. The study also highlights the importance of supportive work environments in improving job satisfaction and psychological well-being among police officers.

Analysis of the Importance-Performance Map reveals that job security and satisfaction are critical in improving overall psychological well-being. However, job satisfaction may not play a maximal mediating role. Three hypotheses were accepted, while one was rejected in the study.

Overall, the study contributes to understanding the importance of job security in improving the psychological well-being of police officers. The rigorous methodology and comprehensive analysis provide valuable insights into the relationship between job security, job satisfaction, and psychological well-being in Indonesia's law enforcement context

REFERENCES

- Antino, M., Ruiz-Zorrilla, P., Sanz-Vergel, A. I., Leon-Perez, J. M., & Rodriguez-Muñoz, A. (2022). The role of job insecurity and work-family conflict on mental health evolution during COVID-19 lockdown. *European Journal of Work and Organizational Psychology, 31*(5), 667–684.
- Artz, B., & Kaya, I. (2014). The impact of job security on job satisfaction in economic contractions versus expansions. *Applied Economics, 46*(24), 2873–2890.

- Basinska, B. A., & Dåderman, A. M. (2019). Work values of police officers and their relationship with job burnout and work engagement. *Frontiers in Psychology, 10*, 442.
- Charkhabi, M., Alimohammadi, S., & Charkhabi, S. (2014). The full mediator role of job satisfaction in relationship between job characteristics and health outcomes in hospital nurses: a new conceptual model. *Procedia-Social and Behavioral Sciences, 159*, 365–369.
- Clarke, S., & Ward, K. (2006). The role of leader influence tactics and safety climate in engaging employees' safety participation. *Risk Analysis, 26*(5), 1175–1185.
- Herrity, J. (2023). The Importance of Training Employees: 11 Benefits. *Indeed Career Guide, 29*.
- Herzberg, F. (2015). Motivation-hygiene theory. In *Organizational Behavior 1* (pp. 61–74). Routledge.
- Hoboubi, N., Choobineh, A., Ghanavati, F. K., Keshavarzi, S., & Hosseini, A. A. (2017). The impact of job stress and job satisfaction on workforce productivity in an Iranian petrochemical industry. *Safety and Health at Work, 8*(1), 67–71.
- Jaafar¹, S. B., Hassan, H. M., & Zambi, N. M. (2021). The relationship between stress and job satisfaction. *International Journal of Business and Management, 5*(1), 8–12.
- Jackman, P. C., Jacobs, L., Hawkins, R. M., & Sisson, K. (2022). Mental health and psychological wellbeing in the early stages of doctoral study: a systematic review. *European Journal of Higher Education, 12*(3), 293–313.
- Joseph F Hair, J., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. Sage (Second Edi). California: SAGE Publications, Inc.
- Kuhnert, K. W., Sims, R. R., & Lahey, M. A. (1989). The relationship between job security and employee health. *Group & Organization Studies, 14*(4), 399–410.
- MacDonald, L. A., Härenstam, A., Warren, N. D., & Punnett, L. (2008). Incorporating work organisation into occupational health research: an invitation for dialogue. *Occupational and Environmental Medicine*. BMJ Publishing Group Ltd.
- Maryatmi, A. S. (2020). Job satisfaction as a mediator of career development and job security for well-being. *Nternational Journal of Innovation, Creativity and Change., 12*(3), 271–282.
- Maslow, A. H. (1954). The instinctoid nature of basic needs. *Journal of Personality*.
- Maulidiyah, N. N. (2021). Job Satisfaction as a Mediator of the Impact of Organizational Culture and Job Stress on Employee Performance in Bank Indonesia. *Asia Pacific Journal of Emerging Markets, 5*(2), 182–192.
- Mellijor, J. B. (2023). FACTORS INFLUENCING THE PERCEPTION ON JOB SATISFACTION AMONG POLICE OFFICERS: BASIS FOR AN IMPROVED PERSONNEL MANAGEMENT.
- Otto, H. D., & Gatens, A. (2022). *Understanding police officer stress: A review of the literature*. Illinois Criminal Justice Information Authority.
- Padhy, S. K., Sarkar, S., Panigrahi, M., & Paul, S. (2015). Mental health effects of climate change. *Indian Journal of Occupational and Environmental Medicine, 19*(1), 3.
- Paoline III, E. A., & Gau, J. M. (2020). An empirical assessment of the sources of police job satisfaction. *Police Quarterly, 23*(1), 55–81.

- Park, S., & Kim, E. J. (2019). Organizational culture, leaders' vision of talent, and HR functions on career changers' commitment: the moderating effect of training in South Korea. *Asia Pacific Journal of Human Resources*, 57(3), 345–368. <https://doi.org/10.1111/1744-7941.12192>
- Probst, T. M. (2002). Layoffs and tradeoffs: production, quality, and safety demands under the threat of job loss. *Journal of Occupational Health Psychology*, 7(3), 211.
- Rehman, N., Bashir, R., & Hassan, A. (2017). Impact of job security, job autonomy and supervisor support on employee psychological wellbeing: the mediating role of presenteeism in the employees of hospitality industry. University of Management and Technology Lahore.
- Safari, L. A., Aima, M. H., & Havidz, I. L. H. (2022). Does Job Satisfaction Play a Mediator Role From Transformational Leadership and Organizational Culture to Organizational Citizenship Behavior. *Journal Research of Social, Science, Economics, and Management*, 1(12), 2145–2157.
- Super, D. E. (1957). *The psychology of careers; an introduction to vocational development.*
- Trivellas, P., Akrivouli, Z., Tsifora, E., & Tsoutsas, P. (2015). The impact of knowledge sharing culture on job satisfaction in accounting firms. The mediating effect of general competencies. *Procedia Economics and Finance*, 19, 238–247.
- Violanti, J. M., Fekedulegn, D., Hartley, T. A., Charles, L. E., Andrew, M. E., Ma, C. C., & Burchfiel, C. M. (2016). Highly rated and most frequent stressors among police officers: Gender differences. *American Journal of Criminal Justice*, 41, 645–662.