

ABSTRACT

This study aims to analyze the phenomenon of job insecurity among employees of Hotel Horison Inn Antawirya Semarang following the implementation of government budget efficiency policies. Utilizing a qualitative phenomenological approach with in-depth interview techniques, this research explores the subjective experiences of employees regarding job uncertainty. The findings indicate that job insecurity emerges as a multidimensional construct, encompassing fears of layoffs, uncertainty over contract status (PKWT), and excessive workloads resulting from multi-tasking strategies and unpaid leave. The observed impacts include decreased motivation, physical exhaustion, and the creation of a dysfunctional work climate characterized by communication disconnections between management and staff. Although elements of resilience were present, the lack of dialogue regarding mental health further reinforces the sentiment of uncertainty within the work environment.

Keywords: *job insecurity, government budget efficiency policy, hospitality industry, psychological impact.*

