The Role of Job Insecurity Mediation on The Effect of Workplace Bullying on Work Engagement and Health Problems

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ABSTRACT

Workplace bullying is not only associated with decreased health and decreased well-being but can also affect performance and productivity. On the other hand, companies want to maintain the welfare of their employees through positive actions, to keep their employees committed to the company. The approach in this research is quantitative and data collection techniques are observation and questionnaires involving 40 employees of PT Petrokimia Gresik, East Java as respondents. The sampling technique in this study is the census method. The purpose of this study was to analyze the mediating role of Job Insecurity on the effect of Workplace Bullying on Work Engagement and Health Problems. The testing technique used in this research is Partial East Square which is part of SEM.

INTRODUCTION

Today's business environment is known to be experiencing rapid development. This is shown by the existence of free trade, namely the ease of trading with other countries. The increasingly fierce competition makes every company have to improve its capabilities, one of which is by creating quality employees. Employees are the company's most valuable assets, and each company has its own advantages in terms of the capabilities of each employee. According to Moore, (2018), employees are expected to have more skills, effort, and flexibility as well as less lifelong work and job security.

The work environment is one aspect that needs to be considered in retaining company employees, if the work environment is not supportive, company employees will also feel uncomfortable, and in the end, it will affect their performance. The obstacle that may occur to employees in the work environment is bullying. Workplace bullying is a violation, harassment, social rejection of someone which harms one's job (Rai & Agarwal, 2017). A certain activity, interaction, or process can be labelled as a form of bullying, if it keeps repeating itself for a certain period of time (e.g., about six months) and occurs regularly (e.g., once a week). In other words, workplace bullying is a repeated action against one or more workers, unwanted by the victim, and done intentionally or not (Goodboy et al., 2020).

The existence of workplace bullying will have an impact on many things, one of which is employee involvement in the company. This is supported by the statement by Einarsen et al., (2018) that workplace bullying is not only associated with a decrease in health and well-being among those who are victims, but also related to the performance and productivity of employees and the organization in general, such as increased absenteeism rates, increased levels of turnover and decreased job engagement. Meanwhile, it is known that one of the most important factors for an individual at work is Work Engagement. Work engagement is defined as a positive, satisfying state of mind related to work characterized by vigour, dedication, and absorption (Safrizal et al., 2020). Work engagement also refers to positive welfare or fulfilment regarding work

indicated by high energy levels and strong identification at work (Goodboy et al., 2020). Besides, work engagement is how individuals interpret their work relationships, which leads to higher commitment, performance, and loyalty (Canadian Psychometrics).

The World Health Organization (WHO) defines health as a condition of psychological, physical, and social perfection which constitutes a unitary condition, and is not only free from disease or disability. In the Republic of Indonesia Law No.23 of 1992 concerning Health, article 1, it is stated that health is a body, soul, and society that is prosperous and enables everyone to live productively socially and economically. Therefore, analogically, health does not only eliminate distractions, but also becomes prosperous, healthy, happy, lives in harmony between thoughts and behavior, and feels happy throughout life. Meanwhile, health problems are the result of wrong psychological health and safety practices, policies, and procedures (Dollard et al., 2017). Health problems can also be associated with adverse psychosocial work conditions (Conway et al., 2018). Or it can be stated that if the employee does not experience psychological well-being, then the employee is likely experiencing health problems. Health problems are complex problems and are the result of various natural and man-made environmental problems. The onset of disease cannot be denied, although it can be prevented or avoided. The concept of health and sickness is actually not very absolute and universal, because certain factors outside the clinical reality will influence social and cultural factors. Therefore, the concept of health and disease in the minds of the public is very important to understand, because with the right concept the community will also look for the right way to solve their health problems.

One of the effects of workplace bullying on work engagement and health problems is mediated by the presence of job insecurity at work. Job insecurity is known to be one of the most troublesome parts of a work situation (Abou Hashish et al., 2018). Job insecurity can be defined as a threat to the continuity and stability of jobs experienced at this time or it can be said that the loss of

welfare due to the uncertainty of their jobs (Castiblanque & Calatayud, 2020). Workplace bullying is considered a source that can damage security at work and the lack of power to overcome threats will also lead to the development of job insecurity (Glambek et al., 2018).

Several previous studies have shown a relationship between these variables. One of them is Park & Ono, (2017) which shows that workplace bullying and work engagement, and employee health have a significant negative relationship. Meanwhile, job insecurity has a significant and positive effect on other variables. For this reason, the recommendation given is to minimize workplace bullying to improve work engagement and ensure employee health.

Based on the background description above, the research was carried out on the staff of the human resources department of the PT. PETROKIMIA GRESIK headquarters consisting of the human resource planning department, the human resource operations department, and the human resource development department. The reason this research was conducted at this company, was because the Gresik Petrochemical Company was the largest manufacturing company engaged in large-scale activities. Therefore, it is important to improve employee performance and increase employee morale to increase productivity. This research discusses perception, which means what people will think if it happens. Employees who work as a team really need comfort at work. The performance of employees who are not satisfied with the company will be affected and ultimately hinder the company's business processes. So that employees really need to feel psychological well-being when doing work. Employees have high job demands and a sense of responsibility, so comfort is the key to overcoming this problem. The reasons why employees feel uncomfortable at work may be intimidation or bullying, and interpersonal conflicts within the company. Based on the results of the interview, one example of bullying is that employees often offend other employees by joking.

LITERATURE REVIEW
Theory Basis
Workplace Bullying
Heinz Leymann quoted by (Rai & Agarwal, 2017), states that there are a German-born doctor and psychiatrist who is considered a pioneer in this field who initially referred to bullying in the school environment and extended to include workplace bullying. Workplace bullying shows violations, harassment, social rejection of someone, or a negative impact on someone's job duties (Rai & Agarwal, 2017). To apply the term bullying to a particular activity, interaction, or process, it must be repeated for a certain period of time (e.g., about six months) and done regularly (e.g., once a week). Or it can be said that workplace bullying is a repetitive act and practice aimed at one or more workers and is not wanted by the victim, whether done intentionally or not (Goodboy et al., 2020). But it clearly causes violations, humiliation, and distress which can interfere with work performance and lead to an unpleasant work environment. Bullying is a process that continues to develop and if exposed, it will eventually lead to systemic negative social behavior. If the incident is an isolated incident, or if the two parties have a roughly equal amount of "power" then it cannot be called a threat. According to Einarsen et al., (2018) workplace bullying is a common and serious cause of stress in work life with the potential to occur at all organizational levels and all

sectors of work-life (Zapf et al., 2010). Workplace bullying refers to interpersonal hostility that is persistent and often occurs with an imbalance of formal or informal power between the parties involved (Einarsen et al., 2018).
Work Engagement
The Harvard Business Review (2015) quoted by (Lianto et al., 2018) reports that 71% of respondents view work engagement as the key to organizational success. Dedicated employees are known to be looking for better ways to get their work done, reduce daily activity time, and use resources effectively. Work engagement is defined as a positive, satisfying, and work-related state of mind that is characterized by vigor, dedication, and absorption (Safrizal et al., 2020). Vigor refers to a higher level of energy and psychological resilience at work. Meanwhile, dedication is marked by motivation, enthusiasm, pride, and challenges. And absorption will refer to someone who is fully concentrated on refusing to stop his job. Work engagement is also related to a positive state of well-being or fulfilment characterized by high energy levels and strong identification with one's job (Goodboy et al., 2020). Meanwhile, according to Abou Hashish et al., (2018) engagement is a multifaceted concept that can be cognitive, emotional, or physical, so work engagement is characterized as an employee's emotional and intellectual commitment to the organization.
Health Problems
The World Health Organization (WHO) defines health as a condition of psychological, physical, and social perfection which constitutes a unitary condition, and is not only free from disease or disability. Therefore, analogically, health does not only eliminate distractions, but also becomes prosperous, healthy, happy, lives in harmony between thoughts and behavior, and feels happy throughout life. Health problems are a result of specific aspects related to practices, policies, and procedures for the psychological health and safety of workers who have problems (Dollard et al., 2017). Health problems can also be associated with adverse psychosocial work conditions (Conway et al., 2018). Or it can be stated if the employee does not have psychological well-being, then the employee is likely experiencing health problems. According to Kotera et al., (2020), if you experience a negative attitude towards someone, it refers to mental health problems, which in turn can hinder their seeking for help (Van Hoffen et al., 2015). Health problems are complex problems, caused by various natural and man-made environmental problems. The onset of the disease is undeniable, although sometimes it can be prevented or avoided. The concept of health problems is actually not too absolute and universal, because factors outside of clinical reality will mainly affect social and cultural factors as well.
Job Insecurity
Job insecurity is known to be one of the most troublesome parts of a work situation (Abou Hashish et al., 2018). Job insecurity can be defined as a threat to the continuity and stability of jobs experienced at this time or it can be said that the loss of welfare due to the uncertainty of their jobs (Castiblanque & Calatayud, 2020). Job insecurity is generally conceptualized as a global or multidimensional concept, which is shown by the global perspective of job insecurity to show the threat of job loss, job insecurity, or job vulnerability (Abou Hashish et al., 2018). Or job insecurity is defined as "perceived helplessness to maintain the desired continuity in a threatened job situation" (Glambek et al., 2018). That way job insecurity can be expressed as a job stressor that can cause a

pressure response such as a negative state of mind to work. From this definition, various fields or aspects of job insecurity can be derived, namely, related to uncertainty about whether someone will eventually lose their job, related to uncertainty about when job loss will occur, and related uncertainty about the consequences of unemployment (Castiblanque & Calatayud, 2020). In other words, job insecurity depends on the possibility of finding a new job or depending on the level of dependence on wages, or also depending on the level of threat to survival, so that it is related to several theories of human needs.

Hypothesis Development

Workplace Bullying and Workplace Engagement

Workplace engagement is a psychological relationship between employees and their work in the workplace (Rai & Agarwal, 2017). Engaged employees will have full energy and enthusiasm for the job, and are usually completely immersed in their work. Workplace engagement in a company needs to be considered. According to Einarsen *et al*., (2018) the positive effects of employee work engagement can form creativity, performance, and work effectiveness. That way, the factors that reduce employee work engagement must be worried about and paid attention to by managers at all levels in the organization. Previous research has shown that workplace bullying is negatively related to work engagement (Einarsen *et al*., 2018; Park & Ono, 2016; Rodríguez-Muñoz *et al*., 2009). Workplace bullying can affect work engagement because this behavior can signal to employees that they are not valued and respected (Einarsen *et al*., 2018). In addition, workplace bullying is also referred to as a cause of (negative) welfare related to work, so workplace bullying can weaken victims and can reduce their work engagement (Park & Ono, 2017). According to Goodboy *et al*., (2020), the organization's financial costs for each workplace bullying case are estimated to be tens of thousands of dollars annually and collectively cost billions of dollars at the national level. Because of these psychological costs, for victims of bullying and the financial costs to organizations, it is important to understand the processes by which workplace bullying affects employee well-being, and subsequently, their work engagement. Thus, from this explanation, the proposed hypothesis is:

Hypothesis 1: Workplace Bullying affects Work Engagement on HR employees of PT Petrokimia Gresik

Workplace Bullying and Health Problems

Workplace bullying is known to be associated with mental health complaints, depression, and psychosomatic symptoms (Park & Ono, 2017). Over time, victims can experience health problems such as post-traumatic stress disorder. Similarly, Hogh *et al*., (2012) found that workplace bullying behavior was significantly associated with psychological responses to stress, such as hyperexcitability (for example, causing physical reminders and excessive vigilance), which in turn can lead to physiological reactions (e.g., increased cortical stress concentration). In Park & Ono's research, (2017) it was also stated that workplace bullying can harm the mental health problems and physical problems of the victim. This can occur because workplace bullying can be a strong trigger of stress and severe traumatic experiences, characterized by being constantly exposed to negative actions that the target cannot sustain (Nielsen *et al*., 2017). So that this can harm health problems. According to Conway *et al*., (2018) workplace bullying can be a cause of extreme stress that can affect mental health problems, and

it is very important to examine its effects because it can trigger exposure to psychosocial factors. Also, because of the negative impact of workplace bullying on mental health, it is largely due to the victim's inability to defend himself. When victims judge that the workplace bullying situation can be controlled, cognitive arousal can be reduced to maintain health (Park & Ono, 2017). However, victims feel nervous when they can't control their situation. Workplace bullying situations are generally considered uncontrollable and are described as long-term negative situations that can increase chronic cognitive and physical activity (Nielsen & Einarsen, 2012). So that continuous activation can damage the health and well-being of the victim, causing sleep deprivation and increased cortisol levels (Park & Ono, 2017). Thus, from this explanation, the proposed hypothesis is:

Hypothesis 2: Workplace Bullying has an effect on Health Problems among HR employees of PT Petrokimia Gresik

Workplace Engagement and Health Problems

Work engagement appears to be closely related to the mental health of workers (Kotera *et al*., 2020). Work engagement is defined as a positive, satisfying, and work-related state of mind that is characterized by vigor, dedication, and absorption (Safrizal *et al*., 2020). Poor work engagement is known to hurt the economy: for example, the cost of poor work engagement is estimated at around \$ 370 billion a year, equivalent to 2% of GDP in America (\$ 16 trillion; Gallup, 2013). So, it's not surprising that higher work engagement is associated with higher productivity and better mental health. Likewise, if the work engagement produced by employees feels low, the resulting productivity will decrease and will cause mental health problems. Supported by research according to Peterson *et al*., (2008) which found a negative correlation between the dimensions of work engagement and health. Victims with a high level of work engagement are more likely to have sufficient resources to protect themselves from health problems caused by a very demanding work situation (Park & Ono, 2017). Thus, from this explanation, the proposed hypothesis is:

Hypothesis 3: Workplace Engagement has an effect on Health Problems among HR employees of PT Petrokimia Gresik

Workplace Bullying and Job Insecurity

Jalali *et al*., (2020) view that security is one of the dominant needs and one of the main reasons for working. This illustrates the importance of maintaining and paying attention to safety in the workplace. Workplace bullying is considered to be one of the sources that can undermine security with perceived job threats, and the lack of power to address threats suggests a place for initiation will lead to the development of job insecurity (Glambek *et al*., 2018). Workplace bullying can lead to the inability to work and can threaten the victim's self-esteem and social isolation (Park & Ono, 2017). This negativity will inform the victim that he or she is not getting enough attention in the group and is not considered a noble person. A prolonged workplace bullying situation can be considered a threat that contributes to the loss of several important work-related features (Park & Ono, 2017). For example, victims may lose limited opportunities for career advancement, may lose their status in a team, and lose their community and resources in the organization. That way, it will refer to job insecurity because job insecurity is a combination of perceived threats and helplessness. This is also supported by a statement according to Glambek *et al*., (2014) which states that continuous exposure to

workplace bullying can in fact be considered an important source of job insecurity at the interpersonal level. Thus, from this explanation, the proposed hypothesis is:

Hypothesis 4: Workplace Bullying affects Job Insecurity for HR employees of PT Petrokimia Gresik

Job Insecurity and Workplace Engagement

Job insecurity can trigger various outcomes, such as increased emotional exhaustion, health problems, and intention to move as well as decreased performance and work engagement (Huang *et al.,* 2012). In JD-R theory, demands such as job insecurity can trigger the process of health problems through depleted employee mental and physical resources (Dormann *et al.,* 2018). The depleted energy will be associated with a state of discharge, where employees can have negative attitudes towards work, and distance themselves from work (Pap *et al.,* 2020). In COR theory, workers with a high level of job insecurity have fewer personal resources left and they may not be able to withstand further threats or be unable to recover their resources to resolve their situation (Park & Ono, 2017). Situational difficulties that occur will result in further loss of work resources, which then results in low work engagement. This is supported by a statement by De Cuyper *et al.,* (2008) which shows that job insecurity is related to work engagement. As well as other studies that reveal the negative effects of job insecurity on work engagement (Lu *et al.,* 2014; Vîrgă & Iliescu, 2017). Thus, from this explanation, the proposed hypothesis is:

Hypothesis 5: Job Insecurity affects Workplace Engagement on HR employees of PT Petrokimia Gresik

Job Insecurity and Health Problems

Job insecurity is likely to be more intricately linked in the mind of a worker with work pressure and tension, which will greatly impact stress triggers (Minnotte & Yucel, 2018). For example, many of the most immediate consequences are related to job insecurity, such as pressure to work longer hours or triggers for additional job stress, which are likely to create conflict impacts and subsequently lead to health. In addition, job insecurity can also refer to unemployment, where research consistently shows that it is detrimental to health (de Witte *et al.,* 2016). The prospect of losing a job (eg, "job insecurity") means frustration with some basic human needs. This underscores the importance of job insecurity research, as such frustration is bound to lead to a decline in health and well-being. As a work stressor, job insecurity has side effects related to aspects such as workload, lack of control, role ambiguity, role conflict, and poor interpersonal relationships in the workplace and with negative consequences for various indicators of health problems, fatigue, and mental well-being (de Witte *et al.,* 2016). According to Minnotte & Yucel, (2018) job insecurity itself is also associated with negative health outcomes. Other studies have found that job insecurity can also predict somatic complaints, poorer general health, worse mental and psychological health, psychological distress, and emotional exhaustion (Fullerton and Anderson 2013; Glavin 2015; Ho¨ge *et al.* 2015). Thus, from this explanation, the proposed hypothesis is:

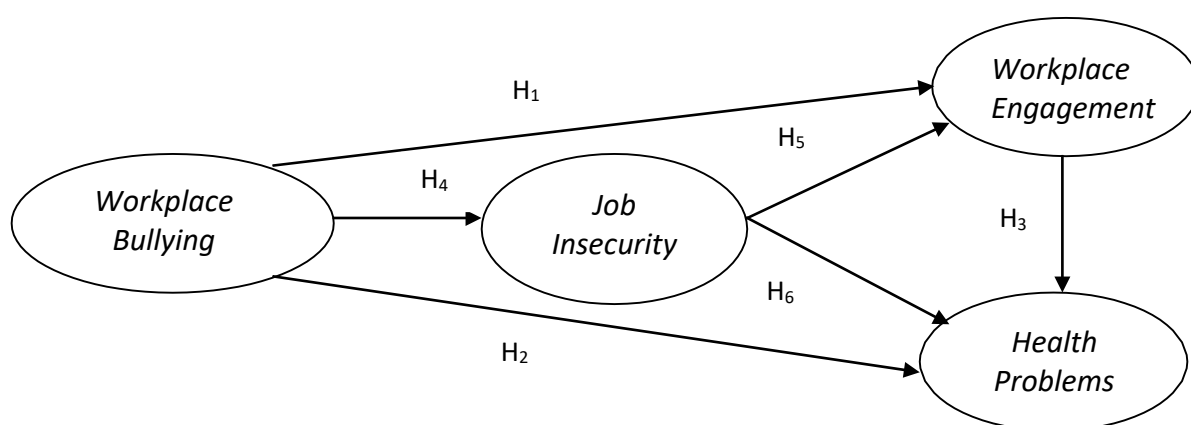**Hypothesis** 6: Job Insecurity affects Health Problems in HR employees of PT Petrokimia Gresik

Figure 1. Conceptual Model

RESEARCH METHODS

Research Approach

This research is known to use a quantitative approach. The quantitative approach is used because the data in this study will be processed using statistics. This study is associative because it aims to examine the effect that occurs between Workplace Bullying variables on Work Engagement and Health Problems through Job Insecurity as mediation for PT Petrokimia Gresik. The independent variable in this study is Workplace Bullying, the mediating variable in this study is Job Insecurity, and the dependent variable in this study is Work Engagement and Health Problems. The questionnaire in this study is closed using a Likert Scale which has five alternative answer choices, namely Value 1 represents the answer strongly disagree, Value 2 represents the answer disagree, Value 3 represents the answer disagree, Value 4 represents the

answer agree, and Value 5 represents the answer strongly agree.

Measurement

Workplace Bullying

Workplace Bullying (X) is a situation where an employee at PT. Petrokimia Gresik in a period felt that it received negative actions from their superiors or colleagues which made it difficult for them to defend themselves. The indicators used to measure this variable are mentioned by Georgakopoulos, Wilkin, & Kent (2011).

Work Engagement

Workplace Engagement (Y1) is the enthusiasm, interest, and investment of PT. Petrokimia Gresik towards work. The indicators used to measure this variable are as follows, Schaufeli & Bakker (in Demerouti *et al,* 2010).

Health Problems

Health Problems (Y2) associated with the physical, mental, and social conditions of the employees of PT. Petrokimia Gresik is a unit that is free from disease or disability. So, in analogy, health is not only free from distractions but rather a feeling of being healthy, prosperous, happy, there is a harmony between the thoughts and behaviors felt by the employees of PT. Petrokimia Gresik. The indicator used to measure this variable is by Burgard et.al (2009).

Job Insecurity

Job Insecurity (Z) is a situation where an employee of PT. Petrokimia Gresik feels helpless to do anything because of the threat of losing their job. This definition will be closely related to the concerns of the employees of PT. Petrokimia Gresik about the future of the work that is currently being carried out. The indicator used to measure this variable is by Gallie *et al* (2017).

Data and Sample Collection Techniques

The population in this study were all employees of PT Petrokimia Gresik in the HR sector, amounting to 40 people. The sample used in this study were employees who had a service period of <1 year to> 4 years at PT Petrokimia Gresik, that is, 40 respondents were found.

Data Analysis Techniques

This study using data analysis techniques with SEM analysis using smart PLS (Partial Least Square) software.

Data Analysis

In using the Partial Least Square (PLS) data is required to pass the Outer Model and Inner Model Measurement Estimates.

Table 1. Respondents Characteristics

Characteristics	Classification	Numbers	Percentage %	Total%
Gender	Male	30	75	75
	Female	10	25	100
Age	< 30 years old	23	57.5	57,5
	30 – 39 years old	4	10	67,5
	40 – 49 years old	1	2.5	70
	> 49 years old	12	30	100
Education	Senior High	17	42.5	42,5
	Diploma	0	0	42,5
	Bachelor	20	50	92,5
	Master	3	7.5	100
Religion	Moslem	40	100	100
	Catholic	-	-	100
	Christian	-	-	100
	Hindu	-	-	100
	Budhist	-	-	100
	Konghucu	-	-	100
Status	Married	29	72.5	72,5
	Single	11	27.5	100

Note: Five demographic variables were coded in the data as Gender, Age, Education, Religion, and Status.

Table 2. *Convergent* and *Discriminant Validity*

Variables	Code	Factor Loading				CR	*Discriminant Validity*
Workplace Bullying	WB1	0.898				0.934	0.702
	WB2	0.8.26					
	WB3	0.756					
	WB5	0.885					
	WB7	0.885					
	WB8	0.766					
Work Engagement	WE1		0.861			0.800	0.576
	WE2		0.603				
	WE4		0.790				
Health Problems	HP2			0.898		0.893	0.807
	HP3			0.898			
Job Insecurity	JI1				0.654	0.884	0.722
	JI2				0.939		
	JI3				0.925		

Note: WB (Workplace Bullying), WE (Work Engagement), HP (Health Problems) and JI (Job Insecurity). Based on Table 2, it is known that the results of the Validity Test show that all indicators have met the research requirements. Because these results have met the validity and reliability requirements for research.

Table 3. *R-square Adjusted* (Adjusted R²)

Endogenous Variables	*R-square Adjusted* (Adjusted R²)	*Q-square* (Q²)
Work Engagement	0.104	0.170
Health Problem	0.441	0.416
Job Insecurity	0.244	0.203

Note: Based on the adjustedR2 a model can be classified as strong (> 0.70), medium (> 0.45) and weak (≤ 0.25). Meanwhile, the relationship between variables in the system built in this study is calculated using the predictive relevance (Q2) value which aims to assess the predictive validity of the independent variables.

Table 4. Model Fit Test Results

APC	0,359; P =0,003
ARS	0,299; P <0,009
AARS	0,263; P <0,018
AVIF	1,099

Note: Based on the results of the fit model test, it shows that the model in this study is declared fit. APC, ARS and AARS have p-values <0.05. Meanwhile, the value of AVIF <3.3, so it shows that there is no multicollinearity problem between the indicators and variables used.

Table 5. Workplace bullying t-statistic test results on work engagement

Relationship Between Variables	Original Sample (O)	P-value
Workplace Bullying -> work engagement	-0,24	<0.05
Workplace Bulliying -> Health Problems	0,56	<0,01
Work Engagement -> Health Problems	-0,51	<0,01
Workplace bullying ->Job Insecurity	0,51	<0,01
Job Insecurity -> Work Engagement	-0,30	0,02
Job Insecurity -> Health Problems	0,02	0,45

Note: Testing the significance of the path coefficient (path) can be done by looking at the 5% significance level, which is <0.05, so the path coefficient is considered a significant effect. Meanwhile, the positive sign on the regression coefficient indicates a unidirectional relationship.

RESULTS AND DISCUSSION
Discussion
Workplace Bullying to Workplace Engagement
This study was analyzed using the partial least square model (significance level of 5%), which resulted in the workplace bullying variable having a significant negative effect on work engagement. Based on the estimated value of the regression coefficient (original sample), it is -0.24. The negative sign on the regression coefficient indicates a relationship where workplace bullying will harm work engagement. Besides, it can be seen from the p-value of <0.05 and it can be concluded that the workplace bullying variable has a positive and significant effect on work engagement. This shows that the higher the intensity of bullying experienced by employees of PT. Petrokimia Gresik East Java, the lower the level of engagement that PT. Petrokimia Gresik is part of the HR Department. Conversely, if the intensity of bullying experienced by employees of PT Petrokimia Gresik in the HR Department is low, the higher the level of engagement at PT Petrokimia Gresik in the HR Department. Supported by previous research that is known to have shown that workplace bullying is negatively related to work engagement (Einarsen *et al.,* 2018; Park & Ono, 2016; Rodríguez-Muñoz *et al.,* 2009). Bullying workplace at PT. Petrokimia Gresik in the HR Department can affect the company's work engagement because this behavior can signal to employees that they are not valued and respected. In addition, workplace bullying at PT. Petrokimia Gresik, part

of the HR Department is also mentioned as a cause of (negative) welfare related to work, so workplace bullying can weaken the victim and can reduce work engagement at PT. Petrokimia Gresik, East Java.
Workplace Bullying on Health Problems
This study was analyzed using a partial least square model (significance level of 5%), which resulted in workplace bullying having a significant positive effect on health problems. Based on the estimated value of the regression coefficient (original sample), which is 0.56, a positive sign on the regression coefficient indicates a relationship where workplace bullying will have a unidirectional or positive effect on health problems. Besides, it can be seen from the p-value of <0.01 and it can be concluded that the workplace bullying variable has a positive and significant effect on health problems. This shows that Apabilla in PT. In Petrokimia Gresik, East Java, bullying occurs which makes employees feel difficult and depressed at work, which will cause symptoms of health problems. This study proves that employees who experience bullying that is done on purpose to hurt the victim physically, verbally, and psychologically can have an impact on the health of a victim. This makes the victim depressed and traumatized. Supported by Park & Ono's research, (2017) which states that workplace bullying can have an impact on the mental health problems and physical problems of the victim. This can occur because workplace bullying can be a strong trigger for stress and severe traumatic experiences for employees, which is characterized by being constantly

exposed to negative actions that the target cannot sustain and can have negative health problems. When workplace bullying is getting higher, the health problems felt by employees are also getting higher.

Workplace Engagement on Health Problems

This relationship is analyzed using the partial least square model (significance level of 5%), which shows that the work engagement variable has a significant negative effect on health problems. Based on the estimated value of the regression coefficient (original sample) generated, which is -0.51, the negative sign on the regression coefficient shows a relationship where work engagement will harm health problems. Besides, from a p-value of <0.01, it can be concluded that the work engagement variable has a negative and proven significant effect on health problems. This shows that when employees have good engagement, they will have good psychological well-being, and eventually, they will be able to carry out all tasks and be responsible. Supported by research according to Peterson et al., (2008) which found a negative correlation between the dimensions of work engagement and health, victims with a high level of work engagement were more likely to have sufficient resources to protect themselves from health problems caused by the situation. very demanding work.

Workplace Bullying on Job Insecurity

This relationship was analyzed using the partial least square model (5% significance level), the result was that the workplace bullying variable had a significant negative effect on job insecurity. Based on the estimated value of the regression coefficient (original sample), it is 0.51. The positive sign on the regression coefficient indicates that workplace bullying will have a positive or unidirectional effect on job insecurity. From a p-value of <0.0, it can be concluded that the workplace bullying variable has a positive and significant effect on job insecurity. This study proves that the employees of PT. Petrokimia Gresik, part of the HR Department, which has high bullying behavior will trigger job insecurity which will reduce employee performance. Likewise, the lower the level of workplace bullying, the lower the job insecurity that occurs at the company. This is also supported by statements according to (Glambek, Matthiesen, Hetland, & Einarsen, 2014; Park & Ono, 2016) which state that continued exposure to workplace bullying can in fact be considered an important source of interpersonal job insecurity. A prolonged workplace bullying situation can be considered a threat that contributes to the loss of several important work-related features. For example, the victims who hit the employees of PT. Petrokimia Gresik HR Department will probably lose their limited opportunities for career advancement, will probably lose their status in a team, and lose their community and resources in PT. Petrokimia Gresik, part of the HR Department. That way, it will refer to job insecurity because job insecurity is a combination of perceived threats and helplessness.

Job Insecurity on Workplace Engagement

This relationship is analyzed using the partial least square model (significance level of 5%), which results in that the job insecurity variable has a significant negative effect on work engagement. Based on the estimated value of the regression coefficient (original sample), which is -0.30, the negative sign on the regression coefficient indicates a relationship where job insecurity will damage work engagement. From a p-value of 0.02, it can be concluded that the job insecurity variable has a negative and proven significant effect on work engagement. This shows that the higher the job insecurity intensity experienced by the employees of PT. Petrokimia Gresik, part of the HR Department, the lower the level of engagement that PT. Petrokimia Gresik, part of the HR Department. Conversely, if the job insecurity intensity experienced by employees of PT. Petrokimia Gresik, the Human Resources Department, is low, the higher the level of work engagement of employees of PT. Petrokimia Gresik. Supported by De Cuyper et al., (2008) who shows that job insecurity is related to work engagement. As well as other studies that reveal the negative effects of job insecurity on work engagement (Lu et al., 2014; Vîrgă & Iliescu, 2017). Job insecurity is known to interfere with the work engagement of employees of PT. Petrokimia Gresik is part of the HR Department due to demands can have the same effect as a lack of resources because they are dysfunctional in achieving work goals and can hinder the growth and development of the company PT. Petrokimia Gresik, part of the HR Department.

Job Insecurity on Health Problems

This relationship was analyzed using the partial least square model (significance level of 5%), which resulted that the job insecurity variable had a significant negative effect on health problems. Based on the estimated value of the regression coefficient (original sample) generated, which is -0.02, a positive sign on the regression coefficient indicates a relationship where job insecurity will have a positive or unidirectional influence on health problems. Also, it can be seen from the p-value of 0.45 and it can be concluded that the job insecurity variable has a positive and proven significant effect on health problems. This shows that job insecurity is considered the first phase before losing a job and occurs in the context of organizational change at PT. Petrokimia Gresik, part of the HR Department. Job insecurity at PT. Petrokimia Gresik, part of the HR Department is powerless to maintain the desired continuity in threatened working conditions. Supported by Minnotte & Yucel, (2018), which states that job insecurity can be associated with negative health problems. Therefore, the higher the job insecurity at PT. Petrokimia Gresik East Java, the higher the likelihood of health problems occurring in PT. Petrokimia Gresik. Job insecurity has side effects related to aspects such as workload, lack of control, role ambiguity, role conflict, and poor interpersonal relationships at PT. Petrokimia Gresik is part of the HR Department and with negative consequences for various indicators of health problems, fatigue, and mental well-being.

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of the study, several things can be concluded in this study including a negative and significant influence between workplace bullying (X) on employee work engagement (Y1), a positive and significant effect between Workplace bullying (X) on Health Problems (Y2), negative and significant between Work engagement (Y1) on Health Problems (Y2), positive and significant influence between Workplace bullying (X) on Job insecurity (Z), negative and significant influence between job insecurity (Z) on Wok engagement (Y1), and the positive and significant effect of job insecurity (Z) on employee Health Problems (Y2). This is supported by the results of research by Goodboy et al., (2020) that workplace bullying is considered a source that can damage the security with perceived job threats. Thus, this study uses the role of variables used such as job insecurity, work engagement,

health problems to avoid job insecurity and health problems and avoid decreasing work engagement. It is hoped that the employees of PT Petrokimia Gresik, especially the Human Resources Department, can find out the health risks that may occur, and make them feel psychological well-being so that they can work properly and appropriately.

Suggestions

The research results and conclusions above can be used as a recommendation by the company's management in measuring the mediating role of job insecurity on the effect of workplace bullying on work engagement and health problems. The suggestion put forward is to use these four variables because they are known to affect the avoidance of violations, harassment, social rejection of a person or a negative impact on one's job duties. The next effect is to create positive, satisfying, and work-related thoughts towards employees, to avoid the psychological health and safety of workers who have problems, and to avoid work stressors that can cause pressure responses such as negative states of mind to work.

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