

An Analysis Of Satisfaction Level Of Job Security Towards The Employees In The Organization

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Abstract: Job security, frequently measured by means of the perceived risk of job losses in the near future, is great clarity of job satisfaction. We say job security has an impact on employment Satisfaction is not just a job of how it is possible for an employee to lose a job, but how likely it is that the employee can get another one. The effect on the satisfaction of the job at that time is different depending on the apparent loss of employment arises (or not) when job openings are unusual at any time job opportunities abound. We use a different analysis of variance from 1997 and 2008 waves from the National Study of the Changing Workforce to show that there are three steps to job security increases the satisfaction of private workers 'jobs, and reduces employees' inducements to resign, more so when job openings are moderately comparable to job vacancies. We find that our consequences are strongest among less educated workers.

Keywords: Job security, satisfaction, employment, organisation, Employees

1. INTRODUCTION

Job satisfaction is emergent as the subject of economic research as accompanying important effects of labour markets such as school dropouts, absenteeism and labour training. Finding Career satisfaction decisions are also a promising area for research. This is an important consideration, as it is a macro economic situation at a survey period that helps inform the employee whether they are safe from losing their job. In addition and especially in the event of a Great Recession the rate of unemployment itself tends to be constant indicator that remains while the level of job creation inclines to be the foremost indicator. From work openness decreases before job losses, employees can see the same level of activity safety in the growing season as in the beginning of the short growing season. This is a drop in the level of job creation that happens before the increase in the level of employment losses provide an exclusive way of identifying the impact that job security has on job satisfaction. That is, the differences in job satisfaction defined by job security in these situations are not the only ones produced by the potential for job losses themselves, but also by the views of employees at length and the result of a job search that can anticipate post-work loss. If the security of losing a job is the most important job assistance where unemployment is expected to persist and possibly end in the worst job, job satisfaction can increase and job security is much higher when jobs are created is scarcer than when many jobs were created. Indeed the evidence of the Great Recession shows that workers have a lot to worry about unemployment after losing a job.

2. LITERATURE REVIEW

Farber (2010), used data from Current People Survey (CPS) 1976-2010, not solitary finds that job loss rates are very high from 2007-2009 more than ever before, but that also compares with the recent inflation low re-employment rates In an economic downturn, temporary employment is very common between the loss of full-time jobs, and the reduction in gross income. As an outcome the workers are not during the Great Depression (2007 - 2009) you may have noticed that job losses will get worse influence on their lives more than at any additional time in recent US history. We argue that this is it high job loss costs that can create a positive link among job security and job satisfaction with reduction related to expansion. We get good work results safety in job satisfaction in all expansions and contrasts, but this consequence is very important great during periods of cracking time. Further we divide workers by level of education and found that only uneducated workers report the best job safety impact job satisfaction with reduction related to expansion. Finally we measure the impact of the work safety from employee intentions to resign and also finds that only uneducated employees are protected their jobs are less likely to aim to stop at the reductions associated with expansion. Social measures of submission, including job satisfaction, find the trend as important and reliable economic factors such as Freeman (1978), Borjas (1979), Akerlof et al.(1988), Krueger and Schkade (2008) and Oswald and Wu (2010) established. Satisfaction with work is possible accompanying to reduced cessation (Akerlof et al., 1988), reduced inefficiency (Punnett et al., 2007) and increasing productivity (Mangione and Quinn, 1975). Satisfaction with work can be considered as a representative of the individual service taken from the operation, in the same order of personality and work characteristics that determine what is used in the workplace. This includes, but is not the case not only that, gender (Clark, 1997; Bender et al., 2005), age (Clark et al., 1996), income (Clark and Oswald, 1996) and union membership (Meng, 1990; Bryson et al., 2004). One of the most significant, and powerful, aspects of work in determining work satisfaction job security. Clark (2001) uses the British Household Panel Study to find that work Security is often cited as the most important occupation in the list of seven specific tasks qualities. Blanch flower and Oswald (1999) use three diverse data sources to indicate that job loss expectations have a significant influence on job satisfaction.

3. PROBLEM STATEMENT

Even however studies clearly locate that job protection is absolutely correlated with job satisfaction, crucial issues frame the identity of the connection. First the job protection-process pleasure courting is in all likelihood endogenous. Theodosius and vasileiou (2007) factor out that maybe it is the high activity pleasure of workers that create their readiness to declare their jobs are secure, or as an alternative it is the low task pleasure of few employees that increase their possibility of destiny activity loss. The authors discover in data that job protection is really endogenous in elucidating task pride, however after modifying for the bias caused by means of this opposite-causality, the superb process protection-process delight relationship remains. Geishecker (2012) practices the German socio-financial panel and indicates that endogeneity is an actual problematic in any examine of the connection among perceived activity security and subjective nicely-being measures, converging yet again at the reverse-causality hassle. The author modifies for this endogeneity and reveals the predicted dating is two times the dimensions of the evaluations that overlook the endogeneity. Second identification of the connection among job security and activity pleasure might additionally be afflicted by sample selection in that threat-averse employees may also self-choose into

further at ease jobs. Specifically comparative to the non-public area, public quarter jobs are extra comfy (Clark and postel-vinay, 2009) and public quarter people are greater threat-averse (bell ante and hyperlink, 1981; Pfeiffer, 2011) and kind themselves interested in public quarter jobs (Heywood et al., 2002). As an outcome of this finding, geishecker (2012) and luechinger et al. (2010) specify that exogenous variant in professed activity protection can be accomplished via public and personal region comparisons. Yet some other, and separate, pattern-choice problem stems from the employment alternatives and results of human beings choosing employment (and consequently into our estimate pattern) as opposed to staying out of doors of the labor pressure (and not in our sample), and how these choice standards may vary among 1997 and 2008 namely variations in unobservable worker heterogeneity we thank an anonymous arbitrator for provided that this vital insight. Between 1997 and 2008 that are correlated with process delight might also decide the employment final results (and presence in our sample), possibly initiating our version's effects to be biased.

4. PURPOSE OF THE STUDY

1. To examine the opinion about job security of the employee of the organization.
2. To analysis the satisfaction level of Job security in the organization.

5. RESEARCH METHODOLOGY

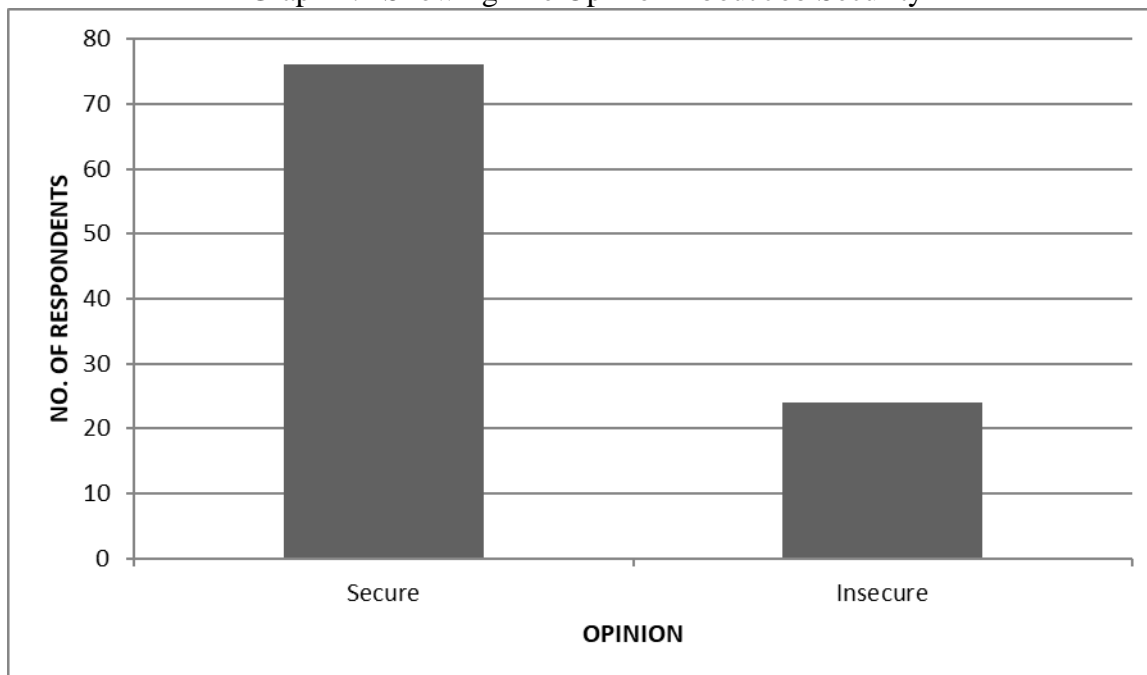
The researcher was collected information from both primary and secondary data. Information extracted from journals, textbooks and other resources were used as secondary data. Questionnaire was used as the primary data instrument which was developed in accord with provoke applicable information from the 82 respondents who were selected through the simple random sampling was used in the course of governing the questionnaire.

6. DATA ANALYSIS AND INTERPRETATION

Table 1.1 Showing The Opinion About Job Security

| OPINION | NO. OF RESPONDENTS | PERCENTAGE |
|----------|--------------------|------------|
| Secure | 62 | 76 |
| Insecure | 20 | 24 |
| Total | 82 | 100 |

Graph 1.2 Showing The Opinion About Job Security



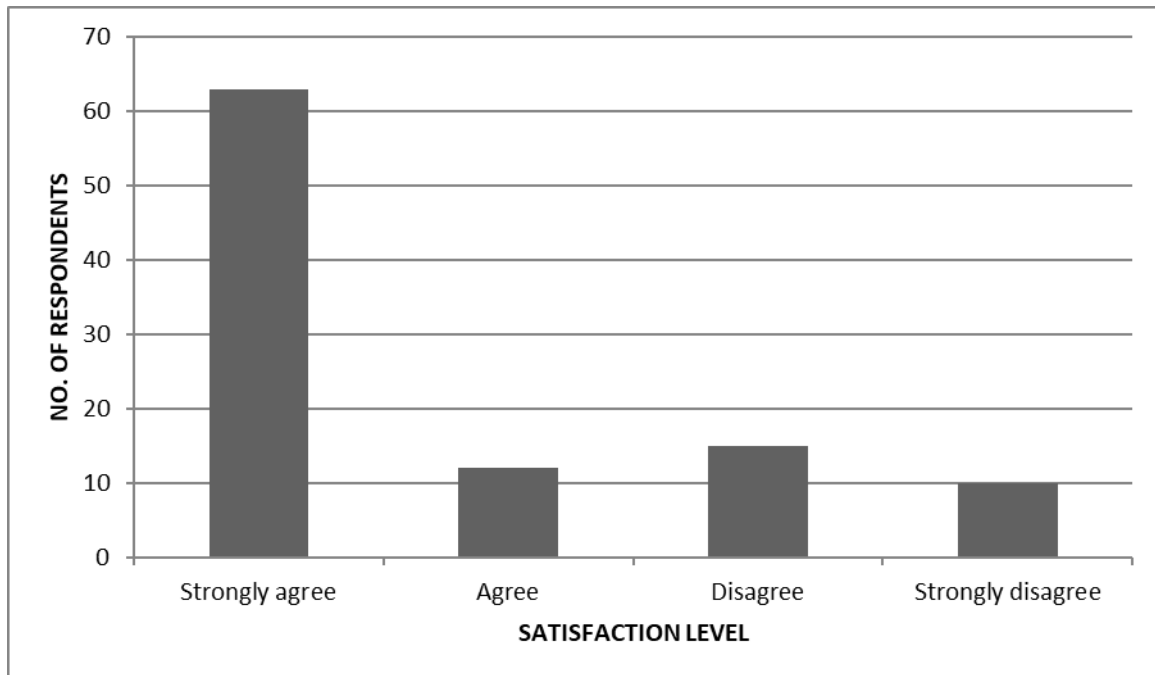
INTERPRETATION:

The above table and graph show that 76% respond that the company offer job security and 24% disagree that the company offer job security.

Table 1.3 Showing The Satisfaction Level Of Job Security In The Organization

| OPINION | NO. OF RESPONDENT | PERCENTAGE |
|-------------------|-------------------|------------|
| Strongly Agree | 52 | 63 |
| Agree | 10 | 12 |
| Disagree | 12 | 15 |
| Strongly disagree | 8 | 10 |
| Total | 82 | 100 |

Graph 1.4 Showing The Satisfaction Level Of Job Security In The Organization



INTERPRETATION:

From the above table and graph, it can be interpreted that 63% of people are strongly agree that the company offer job security and 12% agree, 15% disagree and 10% strongly disagree.

HYPOTHESIS

JOB SECURITY AND EMPLOYEE SATISFACTION

Null Hypothesis (H_0): Employee Satisfaction is independent on job security

Alternative Hypothesis (H_1): Employee Satisfaction is depended on job security

Table 1.5 Showing The Relationship Between Job Security And Employee Satisfaction

Calculation of χ^2
 Calculation of χ^2

| OBSERVED | EXPECTED | (O-E) ² | (O-E) ² /E |
|----------|----------|--------------------|-----------------------|
| 52 | 48.39 | 13.03 | 0.27 |

| | | JOB SECURITY | | |
|-----------------------|--------------|--------------|-----------|-------|
| | | SECURED | UNSECURED | TOTAL |
| EMPLOYEE SATISFACTION | SATISFIED | 52 | 10 | 62 |
| | DISSATISFIED | 12 | 8 | 20 |
| | TOTAL | 64 | 18 | 82 |
| 10 | 13.61 | 13.03 | 0.96 | |
| 12 | 15.61 | 13.03 | 0.83 | |
| 8 | 4.39 | 13.03 | 2.97 | |
| TOTAL | | | 5.03 | |

| Test | Level of significance | Degree of freedom | Calculated value of χ^2 | Table value | H ₀ Accept/Reject |
|----------|-----------------------|-------------------|------------------------------|-------------|------------------------------|
| χ^2 | 5% | 1 | 5.03 | 3.841 | Reject |

INTERPRETATION:

Here the intended value of chi-square is greater than table value. So the null hypothesis is rejected and alternative hypothesis is accepted therefore it is understood that Employee Satisfaction is depended on job security.

7. RESULT AND DISCUSSION

76% respond that the company offer job security and 24% disagree that the company offer job security. Protection from Job loss is a completely vital issue of an employee’s job satisfaction. That is more possible to be real in financial reductions when changing a misplaced job is probably more difficult. Employees who understand they've a comfortable task are statistically substantially much more possible to document higher task satisfaction than those that understand their task isn't comfortable. Job protection drastically will increase process pride in each intervals, however seems to have a more potent effect inside the contraction sample. As a final result the job satisfaction of much less educated people will growth greater with job security than the activity pleasure of extra knowledgeable workers. Furthermore this distinction ought to be larger in contractions, once the charge of process loss is greater for much less knowledgeable people than added educated workers (farber, 2010). Also probably that these people, if they understand their activity is relaxed, might be fewer probable to cease their jobs in contraction relative to enlargement. It is the much less educated worker in preference to the extra educated worker that likely has considerably worse job possibilities in reduction relative to enlargement. As a final result employees the calculated value of chi-square is greater than table value. So the null hypothesis is rejected and alternative hypothesis is accepted therefore it is understood that Employee Satisfaction is depended on job security.

8. CONCLUSION

63% of people are strongly agree that the company offer job security and 12% agree, 15% disagree and 10% strongly disagree. Job security is identified as a totally critical and distinctly valued characteristic to an employee. But now not all task safety may be handled inside the identical manner. We find that during monetary contractions as an example, process safety increases employee activity delight more than in monetary expansions, on account that they may fear job loss in a more capability as activity openings are less in contractions than in expansions. Furthermore this result is most powerful and most huge among much less-knowledgeable employees as they may be much more likely to go through process loss in contractions, all else same. Seeing that we show that process protection will increase task satisfaction in times of economic contractions, and Job satisfaction has been related to increased worker productiveness in addition to the authors use as ass device the share of temporary employees by means of gender, education, age.

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