

# Job security research proposals example

[Law](#), [Security](#)



## 1. Abstract

In this research paper the main value has been put to find out the specific indicators of the acuity of job security in a number of corporate sectors and businesses. The important data has been collected through Government Reports to make a relation between job security and the measures taken by Employment Protection Legislation (EPL) and Unemployment Insurance Benefit (UIB). In this paper the acuity of job security has to be found in both public and private job sectors by following data analysis. Also the condition of labor market has been taken under consideration to find the same.

## 2. Key Words

**Acuity of job security, labor market, Employment Protection Legislation (EPL), Unemployment Insurance Benefit (UIB)**

## 3. Description of the project

**In this segment the aim and the necessity of the project has been described under a number of sub points.**

### 3. 1 Current state of the problem

At present situation the position of labor market is quite shaky and as a result of this uncertainty and fear of losing job is a quite eminent factor among the employees and workers in the public jobs and temporary job sectors. The up and downs of the job market has its impact on the employees itself. Therefore it is important to access the acuity job security in job sectors and the processes that have been followed to provide job security among the employees of any business sector. This paper will reveal the mindset of the employees about job security at current situation of the job

market and it will also help to understand how acuity job security can be improved among the people.

### 3. 2 Basic objectives

The rationale of the research is to understand the role of the labor market in job security. Simultaneously through this specific research paper the relation between apparent job security and labor market can be understood promptly to find out how government organizations' Employment Protection Legislation (EPL) and Unemployment Insurance Benefit (UIB) will help the employees to provide job security. In the mean time the main question that has to be investigated through the paper is “ What does an employee think about the percentage of chances of losing his or her present job in upcoming year?”

**The probability will confirm what is exactly happening at current situation and how unsure people are about keeping their jobs.**

### 3. 3 Critical review of literature

Now in this section the critical analysis through literature review will tell what measures and conditions has helped in the past to improve such situation. For instance Bockerman has used data of 16 different countries in Europe to show the positive correlation between Employment Protection Legislation (EPL) and job security (Böckerman). Deloffe and Brachet have used data of 11 countries to scrutinize the role of type of contract with the recruits to assess their concern of job security (Brachet and Deloffre). For another instance Boeri et al presents a unique analysis through a survey done on 5, 500 general public of Spain, France, Italy and Germany to represent the view of

the people on reimburse for more munificent unemployment insurance (Boeri). In this paper it is important to represent the literature review to find out the possibility of job security cases and the measures need to be taken to conquer the situation.

### 3. 4 Basic information sources

For basic information on this topic primary sources are said to be the labor market related weekly and monthly data. At the same time data provided by Employment Protection Legislation (EPL) can be also termed as very crucial. Besides, data available from the websites of many public organizations can be also appreciated in order to complete the paper. At the same time a number of public surveys on individual employees of many organizations can provide important data and information that has been required to complete the task. Correspondently the accumulations of primary and secondary data have to be analyzed critically to find the results and discussion on the topic for producing further theory or conclusion.

### 3. 5 Research strategy

**Research strategy of this paper can be divided into two particular segments that can combine a statistical model such as,**

A corrosion of job security- In this step the equation of job security can be evaluated to represent the situation on the topic. Simultaneously the selection criteria of employees in different employment states and the likelihood contribution of the individuals can be explained statistically. Also the unnoticed heterogeneity of the individuals and the estimations can be represented.

Analysis of the indicators of job security- In this process the summery job security can be constructed statistically to evaluate the probabilities of job security. A number of functions can be used to determine the job security factors one by one.

### 3. 6 Research methodology

The research methodology is very important for this project. Both the primary and the secondary data must be collected to make a successful discussion on this very topic. In this section the data must be collected through a number of ways such as survey, interviews and through other research techniques. For qualitative research interviews and surveys are highly recommended. For quantitative research preparation of valid questionnaires are mandatory that includes logical and hypothetical matters. The design of the questionnaires has to done in such a way that it will not be difficult to find the answers from the people. The collection of both the data are essential for research method. The data collection and data analysis are two most aspects of research methodology.

### 3. 7 Project structure

#### **The project structure can be constructed as follows.**

##### 3. 7. 1 Individual impact on job security

The impact of individual on job security must be discussed to determine how it is affecting the proceedings. It can evaluate the perception of an individual about their views on public job or temporary job. Practical evidences through data can add an extra light on the mindset of individuals about job security (Fleischman). At the same time the questionnaires must be prepared according to the preferences to produce affirmative decision.

### 3. 7. 2 Job insecurity and long period employment condition

The job insecurity among the people must be discussed to find out how it impacts the mindset of any individuals. By analyzing long term employment conditions one can find out the logic behind job insecurity. Additionally through the inspection of both permanent public sector employees and temporary sector employees the allocation procedure of jobs can be figured out.

### 3. 7. 3 The condition of the labor market

One of the most important things to be analyzed is the condition of the labor market as it has created a direct impact on job security. By presenting statistical analysis the correlation of secure jobs and secure years can be identified to produce a chart that can represent what are the factors affecting the labor markets and its impacts on job security indirectly. Both the qualitative and quantitative data are essential for this analysis.

### 3. 7. 4. Job security and related policy

Basic analysis of policies related to job security by the government can be highly effective to make out how these are effectively working on job security. Employment Protection Legislation (EPL) and Unemployment Insurance Benefit (UIB) data can be useful to present a model on job security.

## 4. Results and findings

Results and findings are depending on the analysis of the data. A regression statistical analysis can present a number of important findings that can be considered before reaching to any conclusion. ANOVA analysis can also be a choice to figure out results. At the very end the data produced results and

findings must be validated and compared with the literature from the past to make a discussion point. Finally a correlation must be figured out among job security, Employment Protection Legislation (EPL) and Unemployment Insurance Benefit (UIB).

#### 5. Project questionnaires

**There are few project questionnaires that have been presented here to be analyzed in this paper.**

1. What is the percentage do you think of losing your job in upcoming year?
2. How effectively Employment Protection Legislation (EPL) and Unemployment Insurance Benefit (UIB) policy has been working on job security?

**Most effectively.**

Effectively.

Not effective.

3. Is the condition of the labor market has most impact on job security?

**Yes.**

No.

**Can't say.**

4. Is social protection can be applied in job security?

**Yes.**

No.

5. Job security is more of a factor in public sector or temporary sector?

## **Public permanent sector.**

Temporary private sector.

6. State the steps followed for analyzing the labor market.

7. Does external factors like motivation plays an important role in job security?

### **A. yes**

B. No8. Which of these organizations have the best satisfaction rates and why?

### **A. Small industries (<100 employees)**

B. Medium industries (100-499)

C. Large industries (500 and above)

9. State the different aspects that are required for job satisfaction.

10. How secure job you feel you have in, rate out of five.

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