

Summary

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Autonomy and Workload in Relation to Temporary and Permanent Workers' Job Involvement. al Affiliation) According to Cuyper et al., the main purpose of the study was to research the importance/influence of the type of employment (permanent or temporary) on the link between job involvement and workload and autonomy, by using Finland and Belgium as the sample groups to investigate the relationship. The study employed a cross-sectional data to compare and contrast the different links between autonomy and contract type using an autonomy scale. In addition, the cross section data was based on self-reports by using the common variance technique to identify the differences between the mean and the results from the test, which was based on the JD-C model. To test for the null and alternative hypothesis, a multiple regression analysis that had been moderated was employed, coupled with a basic slope analysis (Cuyper, 2010).

The results of the study indicated that both countries exhibited similar relationships between the variables, thus indicating a universal nature of the relationship. It was revealed that the type of employment/contract heavily influenced the link between job involvement and autonomy. In addition, the link was found to be greater for permanently employed workers than those with temporary working contracts. However, in terms of workload, there was no moderation identified, in reference to contract type. Instead, a positive relationship between workload and job involvement for both permanent and temporary based workers was identified.

The study is instrumental in disputing some of the widely held assumptions of the activation hypothesis. This is in reference to the new discovery that the link between job involvement and autonomy is negative for temporary based workers, while the same link is positive for permanent based workers.

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Simply, job involvement for permanent workers depends on autonomy, unlike temporary workers. The findings have far reaching consequences in the strategies adopted by human resource departments across the globe, especially in relation to motivating temporary staff.

Reference List

Cuyper, N., Mauno, S., Kinnunen, U., Witte, H., Mäkikangas, A., & Nätti, J. (2010). Autonomy and Workload in Relation to Temporary and Permanent Workers' Job Involvement. *Journal of Personnel Psychology*, 40-49.