

# Annotated bibliography: changes to job stability and performance



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## Annotated Bibliography: Changes to Job Stability and Performance

## Resource Number 1

Alessandri, G., & Borgogni, L. (2015). Stability and change of job performance across the career span. *Human Performance*, 28 (5), 381-404. <https://doi-org.ezproxy.umary.edu/10.1080/08959285.2015.1021047>.

Alessandri and Borgogni (2015) conducted a study on 2, 118 white-collar employees of a large Italian firm from 2006 to 2011. All participants who ranged in age from 25 to 65 worked in different positions from 102 offices. They were evaluated in their job performance in two-time points in 2007 and 2011. The authors utilized the collected data to evaluate differential and mean-level stability in a large sample of white-collar employee's job performance. The goal of this study is to understand effective factors to make an improvement in job performance. The study found that rank order stability has peaked at age 55, they will start to decrease from age 55 to 65. Based on patterns of mean-level change, the authors stressed that different workers depending on their age are in different phase in their careers and younger employees will have higher job performance than older employees. In conclusion, the study suggested that organizations should consider the age of employees and the kind of change one desires to produce to maximize job performance (Alessandri & Borgogni, 2015).

## Resource Number 2

Chen, G., Ployhart, R. E., Thomas, H. C., Anderson, N., & Bliese, P. D. (2011). The power of momentum: A new model of dynamic relationships between job <https://assignbuster.com/annotated-bibliography-changes-to-job-stability-and-performance/>

satisfaction change and turnover intentions. *Academy of Management Journal*, 54 (1), 159–181. <https://doi-org.ezproxy.umary.edu/10.5465/AMJ.2011.59215089>.

Chen, Ployhart, Thomas, Anderson, and Bliese (2011) utilized data collected from 220 British Army soldiers with an average age of 19 years during their initial ten-week military training, 64 employees in a consulting firm with average work experience of 7 years and 289 U. S. Army soldiers stationed in with average age of 26, and average 5.5 years in the Army. All participants were asked to complete a survey to measures of their overall job satisfaction and turn over intentions during a specific period of time. Examining the relationship between job satisfaction and turnover intentions, what links them together and how other important organizational behaviors affect their relationship, the research provided different views of the dynamic processes leading to turnover decisions and confirmed the dynamic nature of the relationship between job satisfaction and turnover. The authors stressed that levels of job satisfaction will increase or decrease based on organizational behaviors and suggested companies should not only focus on levels of job satisfaction but also its dynamics (Chen et al, 2011).

### Resource Number 3

Faberman, R. J., & Justiniano, A. (2015). Job switching and wage growth. *Chicago Fed Letter*, (337), 1-4. Retrieved from <https://search-ebSCOhost-com.ezproxy.umary.edu/login.aspx?direct=true&db=buh&AN=102541112&site=ehost-live>.

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Faberman and Justiniano (2015) utilized data from the Job Openings and Labor Turnover Survey to recognize the aggregate quit rate in the U. S job market. The goal of this study is to show the strong connection between job changes and wage increases. The authors pointed out that people who switched their job have higher wages and get promoted more quickly. The quit rate helps to predict the future of the economic. The study concluded that job switching seems to be a factor that contributes to a rise in inflation. The authors confirm the strong connection between changing jobs and wage growth (Faberman & Justiniano, 2015).

#### Resource Number 4

Kabayashi, R., & Kato, T. (2017). Long-term employment and job security over the past 25 years. *ILR Review*, 70 (2), 359–394. <https://doi-org.ezproxy.umary.edu/10.1177/0019793916653956>.

Kabayashi and Kato (2017) conducted a study based on a sample of 400,000 people in Japan in four different categories: educated men with a bachelor's degree or higher, men without a four-year degree, educated women with a bachelor's degree or higher and women without a four-year degree. The study kept track of their employment, job switching and wage growth for 10 years. The authors tried compare job stability between Japan and the United States over 25 years and analysis factors that caused job loss in the two countries. The goal of this study was to point out the contrast change in job stability between the two countries. The study pointed out the different work culture between the two countries. Japan encourages workers to be loyal with their companies and seniority plays a huge role on Japanese

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culture. The authors stressed that the Japan's "Lost Decade" did not have any effects on the job stability over the past 25 years. Even though the younger generation worker is increase in Japan. The study shows that even though the U. S has longer economic growth, Japan experienced higher on job stability (Kambayashi & Kato, 2017).

#### Resource Number 5

Chirumbolo, A., Urbini, F., Callea, A., & Talamo, A. (2017). The impact of qualitative job insecurity on identification with the organization: The moderating role of overall organizational justice. *Swiss journal of psychology / Schweizerische Zeitschrift Für psychologie*, 76(3), 117-123. <https://doi-org.ezproxy.umary.edu/10.1024/1421-0185/a000197>

Chirumbolo, Callea and Talamo (2017) conducted a study based on a sample of 170 employees. All participants were asked to complete a survey to measures of their overall job insecurity, organizational justice, and identification with the organization. The authors compared job stability between Japan and the United States over 25 years and analysis factors that caused the impact of qualitative job insecurity. The study found that the relationship between qualitative job insecurity and organizational justice and identification is negative. When organizational justice was low, the qualitative job insecurity will be negatively affected by the company identification. In contrast, when organizational justice was high, there were no impact found between the qualitative job insecurity and organizational identification (Kambayashi & Kato, 2017).

#### Resource Number 6

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Villanueva, E. (2007). Estimating compensating wage differentials using voluntary job changes: Evidence from Germany. *ILR Review*, 60(4), 544-561. Retrieved from <https://search-ebshost-com.ezproxy.umary.edu/login.aspx?direct=true&db=buh&AN=25641163&site=ehost-live>

Villanueva (2007) utilized data from the job and wages in Germany from 198 to 2001. Those data stressed on the poor labor regulation, and a mismatch between skills possessed and skills required. The goal of this study is to find the connection of a compensating wage and labor market. The author pointed out that top bound will be defined by the average wage change and the low bound will be defined by the buying power of the market. The results suggested an innovation in wage change German labor market (Villanueva, 2007).

#### Resource Number 7

Chen, C.-A., & Hsieh, C.-W. (2015). Does pursuing external incentives compromise public service motivation? Comparing the effects of job security and high pay. *Public Management Review*, 17(8), 1190-1213. <https://doi-org.ezproxy.umary.edu/10.1080/14719037.2014.895032>

Chen and Hsieh (2015) utilized data collected from 514 managers in Taiwan. The study showed that the key consideration for job selection is to pursue a job security and high pay. However, there is a negative relationship between pursuing high pay and public service motivation. On the other hand, the further motivation may correlate positively with the will to services (Chen & Hsieh, 2015).

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Conceptually, however, pursuing high pay and pursuing job security seemingly carry disparate connotations. While the former signifies the love of money, which is thought to be incompatible with public service motivation (PSM), the latter accompanies motivation crowding-in, which may correlate positively with PSM.

In the conclusion, we discuss how these findings shed light on contemporary administrative reform.

#### Resource Number 8

Silva, M., Martins, L. F., & Lopes, H. (2018). Asymmetric labor market reforms: Effects on wage growth and conversion probability of fixed-term contracts. *ILR Review*, 71(3), 760–788. <https://doi-org.ezproxy.umary.edu/10.1177/0019793917737506>

Method used. Silva, Martins and Lopes (2018) conducted a study based on a sample of 400, 000 people in Japan in four different categories: educated men with a bachelor's degree or higher, men without a four-year degree, educated women with a bachelor's degree or higher and women without a four-year degree. The study kept track of their employment, job switching and wage growth for 10 years.

Purpose of the study. Silva, Martins and Lopes (2018) compared job stability between Japan and the United States over 25 years and analysis factors that caused job loss in the two countries. The goal of this study was to point out the contrast change in job stability between the two countries (Kambayashi & Kato, 2017).

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Findings of the study. Silva, Martins and Lopes (2018) pointed out the different work culture between the two countries. Japan encourages workers to be loyal with their companies and seniority plays a huge role on Japanese culture. The authors stressed that the Japan's "Lost Decade" did not have any effects on the job stability over the past 25 years. Even though the younger generation worker is increase in Japan. The study shows that even though the U. S has longer economic growth, Japan experienced higher on job stability (Silva, Martins and Lopes, 2018).

The authors investigate the impact of a change in employment protection laws in Portugal that increased the maximum legal duration of fixed-term contracts. They find that this reform led to a reduction in the probability that a worker on a fixed-term contract would be converted to a permanent contract. In addition, those workers who had their contracts converted experienced a significantly higher hourly wage growth at the time of conversion and faced a lower reduction in wage growth during the years in which the changed legislation was in force. Consequently, the implementation of this law led to a 27% increase in the wage-growth differential between the two contracts. The findings are based on an endogenous regime-switching model using rich administrative linked employer-employee data.

## References

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