

Solutions to reduce
job insecurity in
companies
management essay



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Without endorsement, employees would feel that their company does not care about its staff and would therefore lack security. Thus, in this regard, this research attempts to evaluate the relevant staff motivation strategies to achieve organisational targets in employee satisfaction for their respective jobs. The organisational background presented several points that only accentuates and stresses the need for a study in determining solutions of job security for staff.

As part of the possible conclusion of the study, this research only details the solutions to reduce job insecurity in companies, and retaining staff in order to meet target goals and quality improvements.

The outcome of this report is limited only to the data collated from research papers and extracts on employee retention, human resource management (HRM), motivation and from primary data collected from the result of the questionnaire survey and interviews that were completed by other researchers.

A descriptive research will be more valuable as it deals with everything that can be counted and studied but also uses a quantitative approach which will be practical for quantifying employee relationships between factors affecting job security.

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Introduction

Job insecurity is a situation in which employees lack the assurance that their jobs will remain safe.

It is an employee's conviction that his or her job is irresolute and may come to an end sooner than predicted. From what has been conceived and inferred, it is clear that this sentiment is upsetting to employees, given the

prospect of losing the positive material, social, and psychological benefits associated with employment (De Witte, 1999).

Research into the matter has provided reliable evidence across firms, industries, and countries that job insecurity is associated with negative employee attitudes, behaviors but also health.

“ Are you structurally unemployed, fractionally unemployed, or out of a job?”(Colossi, 1989). Decrease in workforce, lay-offs, downsizing, rightsizing, and restructure- all of these are terms currently being used to describe the hard work of organisations to decrease overheads and to obtain or regain a competitive advantage. How the elementary change of job security to job insecurity affects employees, is a concern for policy makers and researchers.

This study observes factors involved in job insecurity and how they affect employees in terms of personal feelings and future employability.

The Main effects of job insecurity are:

It's been heard many times that life and work should be kept in harmony and balance but when work takes over life, it is easy to resent it and lose a sense of perception: Suddenly everything about life itself is clouded with pessimism.

Job insecurity is linked to health problems and this has been examined in many studies. Stress, anxiety, psychological problems and depression, mental problem and emotional collapse can all be considered as the products of this scenario and mind frame.

Job insecurity is causing poor health, anxieties and stress though it is worth noting that it is not the sole contributing factor to these. They are also caused by many other circumstances, including threat of job loss, changes in job description, added responsibilities because of dismissal of co worker, forced relocation and loss of potential for promotion.

Problem statement

In the past, individual employees believed that they had job security in return for their fidelity, though now, they have no guaranteed career paths or long term employment. Employability has become the new philosophy in the business nowadays, replacing patronizing sentiments and job insecurity. (waterman et al, 1994) Survivors and victims of downsizing experience fear, uncertainty, insecurity, distrust, and hatred as well as emotions typical of misery ; rage, disagreement and lack of confidence. These feelings affect employees not only in their work environment but also in their private lives. These particular emotions are the neither healthy nor productive in their workplace (noer, 1993; keichel III, 1994). In the wake of downsizing, retained employees are expected to restructure and re-organise work processes, be decision makers, be collaborative and team players but also become more customer focused (henoff, 1994; Huey, 1993). Unsurprisingly, international organisations report that stress is ubiquitous and combined with low confidence, as employees deal with increasing workloads, their reactions to organisational situations cause continuity to be threatened. Staff, employees or workers are fuels of every organisation. Without them, the organisation cannot function. They complete every essential tasks for the proliferation of the organisation. Employees are expected to ensure that various tasks are

being given focus and that the business' operations function with ease. Thus, employees should be valued and taken care of. Employees with incomparable skills are hard to find and sometimes it takes a lot of resource just to find one. Employees should also be valued for their principles and loyalty to their employer. Without motivation, employees would be less enthusiastic to give their best and would rather be an idler. Motivation or empowerment of staff is crucial for their retention (Computing Research Association, 1999). Without empowerment, staff would feel that their employer does not value them.

Aims & Objectives

The main objective of the research is to ascertain the different characteristics of job insecurity and the relationship between the various factors affecting performance of staff.

This methodical research is very much centered on identification of these so called factors. The other important feature of the research with regards to performance are also analysed in this research.

The following are the other main objectives of the research;

What are the main factors affecting the job insecurity towards employees?

Do external and internal factors affect job security towards employees?

Do the systems & processes influence the job insecurity to the employees?

Are the staff pleased with the environment of the workplace?

Are there any problems with staff retention?

Are there any factors which affect the morale in order to improve their motivation?

Are there other factors which are leading to this trend in the other organisations?

Research Methodology

Research Design

Brief description

This part of the proposal talks about the methods that have been used for the research. It describes the steps that should be taken in order to complete the study. There are steps that include the procedure of the collation for the data that is needed in the delivery and completion of the research. It also presents the approach in which these data will be used and integrated in the study but at the same time, details how the research proceeds to come up with the aims and objectives in order to reach to the final conclusion.

In retrospect to the objectives of the study, the latter intends to determine the different aspects of job insecurity for employees. In order to identify the opinions of such employees, the study's methodology was focused on gathering both primary and secondary data through related research literature and the survey as well as interview materials.

The immediate research methodology in mind is the descriptive research design. The research is taken from different data sources that is vital in analysing the

level of satisfaction

issues associated with job insecurity

performance standards

for the subject employees.

In order to produce relevant findings and provide reliable recommendations, this study uses two sources of research: primary and secondary. Primary research data is obtained through fresh research study: questionnaire surveys and in-depth interviews. On the other hand, the secondary research data is found from previous studies on the same topic. In order to come to the main issue of how to gather the necessary data for the research questions and objectives, important layers should be first be stripped. With the said process, the researcher is able to make an outline on what measures are most suitable to be applied in the study.

Qualitative or Quantitative Approach

The research described is based basically on both qualitative and quantitative research methods. This allows a flexible and iterative approach. During data collection, the choice and design of methods are constantly changed, based on ongoing analysis. This allows investigation of important new points and questions as they happen but also permits the

researchers to remove unproductive sections of research from the original plan.

Basically, quantitative method is compatible with this study because it allows the research problem to be conducted in a very specific and set terms (Frankfort-Nachmias and Nachmias, 1992). Besides, quantitative research clearly and specifically represents both the independent and the dependent variables under investigation (Matveev, 2002). Finally, it achieves high levels of consistency of gathered data due to i. e. controlled observations, mass surveys or other form of research manipulations (Balsley, 1990). The research should be based on surveys and statistical treatments, and therefore the quantitative approach fits well with this.

On the other hand qualitative researchers study things in their natural ways, attempting to make sense of, or deduce phenomena in terms of the meanings people bring to them. Accordingly, qualitative researchers arrange a wide range of interrelated methods, hoping always to obtain a better fix on the topic matter at hand. From this procedure, meaning is produced. However, because views differ with the individual, varied meanings are entirely plausible.

With this particular study, the researcher used both documentary secondary data in the form of articles from books, journals, magazines and newspapers that are normally about corporate culture and quality service along with survey-based secondary data.

Sampling / population

The general population consists of staff from several different independent companies. Subjects are also interviewed independently from their HR managers. Respondents are probed for the current status of job insecurity factors among peers and the performance of their organisation.

Basically, Guilford, J. P. and B. Fruchter (1973), initiated that it is advisable to use the Slovin's formula in choosing sample sizes, which has been implemented in this instance. The formula is as follows:

Where:

n = a sample size

N = population size

e = desired margin of error (percent allowance for non-precision because of the use of the sample instead of the population).

Benefits of the research

According to a recent report from the Society for Human Resource Management, employees consider benefits and job security as the two of the key aspects that provide overall job satisfaction. Job insecurity has an impact not only for employees but also the performance of the employer and its organisation. Subsequently, it can be said that the research will be both beneficial for companies and employees. We will then be able to distinguish the factors affecting job insecurity and the ensuing solutions and preventative methods to avoid this condition. Furthermore, employees'

families and other surrounding are affected too as this is due to health problems and imbalance lifestyles. Consequently, the aforementioned families will be part of the beneficiaries as well.

Time plan

Budget analysis

Time of project

Human resources- research assistance -field and technical support.

Research expenses: printing of tools, Field expenses

Meetings/consultations for research

Printing of the report

Capital- computers/setting up office/software for data analysis

Overheads - electricity, rent, and so on

Expenditure

Estimated Cost

(Rs)

Printing of research proposal

61

Transport expenses

350

Expenses of magazines, books for research.

1500

Binding cost

60

Questionnaire (Quantity = 100)

202

Total cost of

5950