

Job security pros and cons



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Running Head: ABBREVIATED OF YOUR CHOICE (all caps) and Section # of Job Security

Job security can be defined as the degree of confidence that the employee has regarding continued employment in an organization. It is the assurance that the employee would not lose the job and would be able to continue the job. There are a number of theories that pertain to employee motivation. Many of the theories show a direct relationship between job security and motivation. Motivation can be defined as an influence that causes people to want to behave in a certain way. Motivation combined with ability results in performance. Hence, an employee that has a secure job is more likely to be more productive and perform well. Job security gives a level of satisfaction to the employees and gives them a sense of belonging in the organization. It gives them the confidence as they believe that the work they perform is making a difference to the company as a whole. This feeling makes them more loyal to the organization and leaves them with better motivation. As recession has hit most parts of the world, there is an increasing rate of unemployment due to which job security has become a more important aspect for employees due to their fear of becoming unemployed. Hence, it is not wrong to state that job security is directly related to the state of the economy. The degree of job security varies from industry to industry. Some jobs such as in education and healthcare tend to be more secure than the jobs in the private sector. Having a secure job allows individuals to focus more on expanding their skills and learning more as they do not have to worry about the consequences of minor errors if any. It avoids the formation of unions and other parties that could harm the company for its actions and the workers are generally content and complacent. (Jewell, 2000) On the other hand, an employee that is not

provided with job security is more likely to look for other jobs, be less productive and have lower quality of work. According to the theories of Abraham Maslow and the hierarchy of needs, job safety stands at the lower level of the pyramid. This means that in order to attain high level motivation, the lower needs of job security needs to be achieved first. Every employee goes through the stage of attaining job security, those who do not achieve it tend to be dissatisfied. A job that lacks security encourages workers to form unions. These unions often hamper the productivity of the organization as they are a constant threat and increase the bargaining power of the employees. Job insecurity also has adverse psychological effects as it leaves the workers with inferiority complex and causes emotional disturbance. Moreover, lack of job security lowers ones self esteem which is a direct hit to the performance levels. It inculcates a fear within the workers that hinders their abilities and growth. With the passage of time and the advancements in information technology, job security remains as a pressing concern for employees. As technology is replacing manpower, every worker is forced to think of the job prospects in the long run. There are many employees laid off every year as they are replaced by automation and more advanced systems. This modern day technology is what is increasing concerns of job security among the employees. References Jewell, B. R. (2000) An Integrated Approach to Business Studies. Pearson Education Limited.