



Research Paper

Employee's Job Security

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Abstract:

This paper is all about employee job security in pandemic Covid-19 for each individual working in a public and private sector. So the main aim of this paper is to find out what all factors are affecting job security in different industries. There are certain types of job and industry jobs that have been perceived to have a high level of job security. For instances, we can say that government jobs, healthcare jobs and educational jobs are deemed to be very secure while on the other hand, jobs in the private sectors are widely perceived to offer low level of job security because during the recession periods there will a high of chance of that businesses may shutdown or downsizing then it will affecting very badly on the employees. Each Individual first looks for a security and safety of their jobs and also it has been widely recognized as one of the factor that is impacting on employees commitment and performance and also many others factors which includes skills and knowledge, level of work experience, mental health stability, emotional stability and the most important one is pandemic (covid-19). Also this paper is highlighting how the Covid-19 pandemic has badly affected the employees as many of them have lost their job due to the pandemic.

Keywords: job security, Pandemic Covid-19, employee's performance, public sector, recession, employee's contract act, mental health.

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I. INTRODUCTION:

Job Security can be defined as a state of having a secured job or we can also say that it is the probability of an individual having his or her current jobs secured. It is mainly related to an individual having their job secured or will they keep their job with a high level of security so that a person with the current job has a small chance of losing it. Job security which is experienced by the employees during their jobs and also knowing that if their jobs are secured then they can feel relief and tension free. Whereas if there is a lack of job security then it will make employees stressful and which will affect in their work and performance and there will be a bad impact on the organization as it will reduce their productivity .A quantitative measure of job security in different locations with a variety of factors that affect the job security index including international trade, outsourcing and demographics and among others. Therefore Index that uses the Job Security Scores of thousands of persons to arrive at its figures.

A job security index can be calculated on the basis of an individual's skilled job which is focused more and reduces biases in the job opportunities. Job security indexes were designed to assess an employee's cognitive appraisal which are mainly related to a person's mental health that is stress which is caused from the employee's perception in terms of job security or other changes in their job. This index was designed mainly to assess different levels of perception that an employee keeps in their mind whether their jobs are secured or not. Job security can also affect the performance of employees because when employees feel that their jobs are not secure and stable then there is a high chance of increasing stress which can affect their performance. Job security index helps to measure the job on different conditions and how the different factors such as the changes in the economy, outsourcing, competition, job migration that affects the supply and demand of employment and other changes regarding policies and regulation of labor contracts.

There is always a difference in job security regarding both the public sector and private sector employees. Those employees who work in public sectors always have a high level of security and they know that their jobs are secured and stable till their retirement. Globalization and its accompanying elements have led to a reduction in job security all over the world, and lifelong employment is largely restricted only to the public sector. These conditions are magnified in the case of employees who are temporarily employed on time bound contracts. The main benefits of working in public sectors as it provides long term secured and stable jobs,

pension schemes etc. whereas in the private sector they provide a very low level of job security because during the recession period there is a high change of shutdown the business which can badly effect⁴ on the employees job security. Traditionally some jobs have a strong influence by unions, jobs like government jobs or jobs in education and healthcare and some law enforcement jobs which involve officers like police or FBI are considered to be very secure. In other words we can say that job security index, it is a simple representation of an employee's job security i.e. to keep his or her job secured and it purely depends upon their performances, skills and knowledge.

Covid-19 pandemic has been badly affected on social and working environment is many ways such as social distancing policies, then mandatory lockdowns, anxiety of getting sick, low level of income and most importantly the mental health of the employees. Some of articles says that people suffers from emotional instability and distress and there are also various health professional and other law enforcement agents who have faced many symptoms of depression, anxiety, and so on. During the pandemic itself there were many health issues and stress came out such as stress about their working time, so security and safety of the employee seems to be highly related to employees well-being and their performance .Covid-19 had a very bad impact on employee's job as many young Indian's has lost their job (these are the daily wage workers, especially due to lockdown period). During the pandemic most of the government and private sector companies have been closed as so many people cannot work together. Most organizations have cut down the incentives of employees and few companies have asked employees to leave the company. The involuntary job losses and unemployment have been consistently shown to have a significant and long term impact on mental health. And also the emergence of depression of following job loss increases the risk of continued of unemployment.

Sometimes due to loss of job security causes various other issues like low motivation or low commitment in the work. So therefore job security plays a vital role because it will increase the employees' engagement and help them to have a career advancement. Secured employees can do better job performance at their best and help to increase the productivity of an organization. Job security motivators of a company can offer bonuses to reassure the employees that they have a future with the company. Therefore we can say that a job security can be defined as a persistence about jobs and income of an employee.

II. REVIEW OF LITERATURE:

According to Randstad Employer Brand Research survey (2019):

this is the newspaper articles from Economics times and this article says that there was survey conducted among 2 lakh respondents in 32 countries and in India, the survey included 3500 respondents has been participated and as a result it was found that good salaries are the biggest pull factor for employees and it says that around 52% employees are willing to forfeit more than 10% of salary for job security.

According to the University of Wisconsin-Madison (2010): The University had conducted survey and in this around 2000 of staff had participated and the result says that job security of academic staff and other staff job security is quite different. The result says that 22% of the academic staffs are enjoying high level of the job security and they are working for many years. Then the result says that around 40% of experienced staff or employees who is having Seven years of the service at the university is having little job security when it is compared to the new appointments of the staffs.

Development and validation of the Job Security Index and the Job Security Satisfaction scale (2003):

According to this it says that job security indexes are the measuring scale that are used for measuring individuals cognitive appraisal of employees current job and future job in the term of the level of perception regarding the stability of their jobs. Job security index plays a great role to measure an individual perception about their job and also organizational changes such as downsizing which is expected to have influence on employee's perceptions regarding the job security and can also effect on the job security perceptions such as physical and mental health, job stress, and job satisfaction.

Job Security is more important than pay and benefits for university students (2010):

According to this article a survey has been conducted and found that while searching for a job, most of the people consider job security as their top priority because of uncertainty changes in the economy and environment. This article also says that people prefer working more in the public sector or nonprofit organizations than in corporate business because during recession there is a high chance of downsizing the business.

Finding the balance between freedom and job security of contingent faculty experiences workers off the tenure track (2010):

This article says that jobs like teachers and professors have a high level of desire in terms of job security and this article also says that job security can help them to have a balance between their professional work and their personal life's and can also make them feel relaxed and relieved regarding their jobs which are secured and permanent.

Entrepreneurship development and national job security (2012):

This article says that there are various factors that affect their job securities, such as changes in employment contract act or changes in labor legislation or any other changes in their negotiated working conditions. There are few more factors like their education, level of work experiences, geography which includes changes in their working location and so on. These all factors play a very important role that helps in determining the need and perception level of an individual regarding job security. The certain types of jobs which require essential skills and past working experience that are required by an individual and also the current working and economic conditions can provide them a high level of job security. In short we can say that for every job security an individual must have necessary skills and knowledge about the business environment, so that we can know whether the person can be employed or not. There are employment laws which can protect an individual against unemployment risk. And the fact is that to have a secure job you must always be ready and trained as the changes in the economy are uncertain so an individual must always learn new skills and have knowledge about it so that it can provide them secure jobs.

Job Security More Important Than Pay and Benefits for University Students (2010): According to the Company KPMG that had conducted a survey for job security and as a result it was found that more than 75% of participants considered that job security as their top priority and it says that while searching for a job as a result about the uncertainty of the environment. And while the result also says that 67% of the participants were likely to work in a public or non-profit organization rather than a corporate business due to the recession.

III. RESEARCH METHODOLOGY

Data collection:

For this study the data is conducted with the help of secondary data. The secondary data is collected from some research papers and related articles and also from some newspaper articles.

Data Analysis:

For the analysis of data descriptive statistics is used. The analysis and result of the study are provided in the next section.

IV. RESULT AND ANALYSIS

From this study it's very clear that there is a negative and positive impact on job security in the employee's life. The negative impact such as due to loss in job security can lead to low motivation and low commitment towards their work. Positive impact of job security is having a secured job till retirement. Job security also has a significant effect on the overall performance of the employee's and their team as well as it also effects the overall performance of the organization. With the low job security it can cause people to lose faith in their future which also affect their performance. When employee enjoys a high job security gradually it will be effectively reflect in their performance and also it will improve the overall performance of the organization. Therefore it seems that each employee's performance is linked to organizational performance and also their contribution and they feels low job security in the organization. There are many researcher paper that tells, that there is a big argument about the job security has a significant effect on the overall performance of the organization. Then further argument is that employees who enjoys a high level of job security is more likely to be effectively perform their task which automatically reflects in the overall performance of the organization. When we compare the public sector and private sector, there will be a huge difference in terms of job security, as we all know that the people working in public sectors have more secure jobs than the private sectors. There is a newspaper article which was published in October 14 2020 in India today, it says that the pandemic has affected most of businesses around the world and it quite adversely and also the situation has shaken the business and forced the changes across the industries. Organization must need to watch out for the leaders that has traits of adapting changes immediately and straightly drive forwards to their business in the place were technology or digital transformation. Therefore to stand with the changes or uncertainty in the current situation that each and every individual that they much have four attributes for a strong foundation and also for the future success of the organization and these four attributes are adaptability, drive the action, endurance and brightness that each and every employees much try to learn new skills as the uncertainty of the workplaces changes or any changes in the contract with their organization. During the pandemic (covid-19) we saw that many people were unemployed or they were asked to leave the company due to the crisis. Job security is very important for employees and also with a lack of it will result in an anxious and uneasy workforce and due to which the level of engagement of employees will be less. This can also lead to a low level of productivity and profitability of both the employee as well as the organizations. Whenever a new employee or fresher's looks for a job, first they look for a secure and safe job. Analyzing this study tells that it has been widely recognized as one of the factors that is impacting on employee's commitment and performance towards their job. As a result, there are many factors which reflects a job security for employee and such factors are skills and knowledge, level of work experience, their mental health stability, emotional stability, motivation or their behaviour during a particular project given to them and sometimes there can some other factors that affects the job securities that can be

changes in employment contract act or any changes in labor legislation or maybe changes in their negotiated working conditions. There was small survey conducted by the Annual British Social attitude and conducted by NatCen, the result shows that job security is important to most of all the respondents and around 65% of respondent feels that they currently have secure jobs. This result also says that many of the employees values their jobs more beyond their monetary value and there is a difference between what employee says that they value in a job such as job security and opportunities for advancement, and what their current jobs are offering them and this could lead to dissatisfaction and which may be the concern of the employers in the future. These are small analysis from employees by interacting with them such in TCS were the employees prefer more sustainable career with their employees and they believes when employees are associated with a brand not only gives a job satisfaction which you are going on the right career path and they also ensures a job security to some extent and they also provide good working environment, also they offers an opportunity to balance their work as well as their personal life. Employees who are working in Infosys say that it is the best place for job security for all current employees. Workers like daily wager, freelancers have a very low level of job security. When we talk about government employees, they have a high level of job security till they retire from the job. Even after retirement they are having facilities like pensions, healthcare facilities etc. This analysis was made from conducting a small survey, in this survey around 170 participants had participated and this survey was mainly about finding out the factors and challenges faced by employees during the pandemic covid-19. This questionnaire included questions like factors affecting employee's job security such as level of experiences, Skills and knowledge, Changes in employment contract act, Mental health stability, Behaviour or attitude, Lack of motivation and low level of commitment and challenges such as workload increased, physical health, healthy and safe on-site workplace and fair performance evaluation.

So from this survey the result says that around 24.1% respondent believes that changes in employment contract act is the most important factor which affects the employee's job security then second factor for which around 18.1% respondent believes that mental health stability due to the pandemic the stress level of every employee's matter, there are stress about their work as well as their responsibilities towards their families and also their level of anxiety due to workload. Then the half of respondents says that workload increased i.e. 33.5% are the challenges faced by the employee during the pandemic.

V. CONCLUSION:

Job security is important as it provides the employees with a better sense of the security and also increase level of confident which leads to better productivity. It is important for establishing and maintaining employee job security and the most essential part for the company and admitting that it will only be good as the structured management has been implemented. Sometimes the gig economy and remote working can make physical relationships and permanent job security are much more critical than ever before. Job security plays an important role as it is defined as a state having a secure job. There is a huge significant difference between the job security of both the public sector and private sector. The public sectors which involve jobs like government jobs, educational jobs, healthcare jobs are very secure while on the other hand jobs in the private sectors which provide low level of job security. When we compare both sectors there is a high level of job security in public sectors. There are many factors which are affecting the job security like their skills and knowledge, mental and emotional stability towards their work, low commitment or some maybe due to changes in workforce contract act or any economic changes. Through this study I found out that job security for each sector is different and varies from each position and job status. Most employees feel that public sector jobs are more secure than private jobs even though they are working for private sectors. The current situation tells a lot about job security as many businesses were downsized and many of the employees had lost their job. It is also going to badly affect the fresher's who are joining their job after completing their post-graduation because now companies will look at who is well trained. Therefore in this study we can conclude that job security plays an important role even in Pandemic Covid-19.