

Abstract

The purpose of the present study was to investigate some antecedents and consequences of perceived job insecurity. A survey was administered to 222 full time Hong Kong employees (aged 21 or above) from varied industries and professions. The relationships between job insecurity and its antecedents: 1) perceived loss of friends and coworkers in layoffs, and 2) perceived job alternatives were examined. Moderating effects by age and gender in the relationships between loss of friends and insecurity and between job alternatives and insecurity were investigated. The relationships between job insecurity and its consequences, job satisfaction, organizational commitment and general health, were also tested. It was found that both antecedents were significantly related to job insecurity. Age, but not gender, was found to be a significant moderator in both relationships between the two antecedents and insecurity. Finally, an integrative framework was proposed to depict relationships between insecurity and its antecedents and consequences, revealing influence of insecurity on satisfaction and commitment, which both in turn affect general health.
