

Moderators of the Relationship between Job Insecurity and Its Consequences:

A Meta-analysis

CHENG Hak Land Grand

ABSTRACT

The present meta-analysis examined whether type of sector, career stage (in terms of organizational tenure and age), and gender moderated the relationship between job insecurity and its consequences. Job satisfaction, organizational commitment, turnover intentions, psychological health, and physical health were chosen as the criterion variables of job-related and health-related consequences of job insecurity, respectively. A total of 105 studies, providing 128 independent samples, were included in the analysis. Results indicated that: (1) the negative association between job insecurity and organizational commitment was more profound among employees in the private sectors than those in the public sectors; (2) the positive association between job insecurity and turnover intention was stronger among employees with shorter tenure than those with longer tenure; (3) the negative effects of job insecurity on psychological health and physical health were more severe among older than younger employees; (4) the relationship between job insecurity and the criterion variables was the same across gender. Results are discussed with reference to Hulin's (1991) job adaptation theory, Rousseau's (1989; 1995) psychological contract theory, and Greenhalgh and Rosenblatt's (1984) theoretical framework of job insecurity.

摘要

本元分析旨在探討工作不安對僱員的影響會否因應不同種類的機構、僱員的職業階段 (以年資和年齡介定)、以及員工的性別而有所不同。工作滿意度、組織承諾及離職意向為本元分析中與工作有關的因變量，心理健康及生理健康則為與健康有關的因變量。我們從 105 個研究中抽取了 129 個獨立樣本作分析。研究結果顯示：(一) 相比公營機構，工作不安對私營機構僱員的組織承諾有較強的負面影響；(二) 當感到工作不安時，年資較短的僱員比年資較長的僱員更想離開機構；(三) 相比起較年輕的僱員，工作不安對較年長的員工的心理健康和生理健康的有較嚴重的負面影響；(四) 工作不安對男性僱員的影響及其對女性僱員的影響沒有顯著分別。我們就著 Hulin (1991) 的工作適應論，Rousseau (1989; 1995) 的心理契約論，以及 Greenhalgh 和 Rosenblatt (1984) 的工作不安理論模型討論這些研究結果。