

JOB SECURITY AND WELL-BEING AMONG PRIVATE WORKERS IN MALAYSIA

Noraishah Bt Daud

Universiti Tun Hussein Onn Malaysia
Parit Raja, Batu Pahat

*Corresponding Email : noraisha@uthm.edu.my

Abstract

Job security has become an interesting issue in the workplace since 25 years ago. Although the economic crisis has affected the world and the country since the 1970's until now, the issue of job security has been given less attention. The issue of job security has never been scientifically conducted in Malaysia. Previous studies tend to focus on job satisfaction, organizational commitment and job performance. Some of the changes that occur in the workplace around the world forcing workers to question on their job security. Job security is the most important determinant of the well-being of the employees. The objectives of this study is to look at the relationship between job security and well-being of workers. The instrument used in this study is a set of questionnaire consisting job security and well-being. This study was carried out in several banks and factories in the district of Batu Pahat and Kluang involving 600 workers which made up of 200 bank employees, electronic factory workers and textile factory workers each. Job security is measured using the Job Security Scale by Lahey & Kuhnert's (1988) which was adopted by MacNeil (1994). Well-being Scale has been used by Mauno and Kinnunen (1999) that is designed to measure the health of the normal population. Both scales have been translated using the back translation method. Data collected were then analysed using Pearson correlation, T-test and ANOVA using SPSS. The Pearson correlation analysis showed that there is a significant relationship between job security and well-being of employees. This relationship means that when employees feel their work is guaranteed and they feel safe, this will affect the improvement of the well-being of employees. Bank employees showed a higher job security. This is probably because a career in the bank is rather more secure because there are a number of banks for example Maybank, which has many branches in Malaysia and also overseas. The findings show that employees have a high level of job security even in a desperate state. Such information is very useful to the management organizations to maintain job security among workers. The management also needs to find ways to enhance job security experience so it can hinder the well-being of workers in the workplace. Since it is difficult to change the objectives of the organization and the environmental factors that contribute to job insecurity, thus it is crucial to prevent the job insecurity. The findings on well-being can help individuals to find solutions towards reducing economic pressure and thus increase the level of physical health, psychological and family. This is important to ensure that Malaysians have always been in a high level of well-being. In addition, the study results can be used by the management organization to enhance the comfort of the workplace, improve health benefits and provide better workplaces.

Keywords: Job Security; employee' well-being; malaysia

1.0 Introduction

The economic uncertainty in the world including in Malaysia is an economic pressure to the world's population. As we have been expected in our country, we started to feel the impact of the world

economic crisis that had begun in the United States of America and Europe. The economic crisis that happened in the United States of America could affect the Malaysian economy, as the central trading relationships have existed for a long time ago. This economic recession has invited various changes in the organization and the workforce. As a result, retrenchment of job and wage reduction is one of the scenarios that occurs in private organisations in particular. There are a lot of factors that can affect and influence physical and psychological of the workers' health (Ann & Clark 2014). A lot of researches stated that stress and bad environmental working will give bad effects towards the healthiness of the workers physically.

Job security and is essential and crucial in order to retain employees in an organization and allow them to work productively and comfortable (Shanti & Mah, 2008). The situation of job security is now at the peak level in the workforce. Therefore, based on this scenario it is important for everyone to study the causes and consequences of this economic uncertainty which has resulted to the job insecurity thus affecting the well-being. According to Probst (2005) research has shown that the job security has becoming an issue in the workforce scenario nowadays. The restructuring of the organization that occurred in the form of a reduction of employees, the merger, the company's closure and organizing the workforce have impacted millions of workers every year. Over the past few decades, a lot of changes occurred in the economy which leads to the demanding changes in the labour market of the industrialized world. These changes occur as a result of the economic downturn that has forced the organization to cut costs and reduce staff. The economic recession in the mid-1970s, the late 1980s and early 1990s had caused the termination of thousands of employees (MacNeil, 1994). Many companies are compelled with the process of reduction of employees and the closure of the company. Due to the situation of economic uncertainty, certainly there will be business and company who believed that the reduction in the workforce is necessary to save a particular business or the company (Friedrich 1997). However, the issue of being unemployed is not the one and only negative consequence that occurs as a result of the economic recession. Many workers have been threatened with job loss situation, transfer of work, requested to quit early and work part-time. According to Mauno & Kinnunen (1999) all these situations can be classified into the term of job insecurity.

In general, a lot of research on job security that was carried out on the employees shows that there is a relationship between the increase in the negative impact of physical health (Roskies Louis-Guerin 1990) and high psychological pressure report (Probst et al. 2001). Another significant issue to the increase in job security is the psychological pressure that is frequently experienced by the employees. Previous studies had supported the conclusion made by Jahoda (1982) in which the psychological problems associated with unemployed individuals are including depressed, sad, low self-esteem, problems in relationships, physical problems including increased heart disease, alcohol consumption, drug abuse and early death. Studies from Clarke (2006), Delbas & Banks (2005) dan MacDonald, Havenstorm, Warren & Punnett (2008) revealed that stress while working is highly affecting the workers' health psychologically. Michelle & Helen (2016) had conducted a research on 18 workers and discovered that job insecurity is more strongly related to mental and physical health. A study by Have & Dorsselaer (2015) on 3,672 workers, 166 unemployed and 239 disabled person, discovered the strongest association between low security with health conditions. Having a good quality job was not associated with poor health.

The issue of job security had existed earlier yet becoming a novel research topic in industrial and organizational psychology. It is well-known that stress and pressure during working is such a normal and common thing in that particular office due to the demands of working style. However, excessive stress and not well-managed may adversely affect the health of workers and an individual's physical and mental well-being. The downturn of the economic may pose a risk of psychosocial workplace where organizations experience in order to reconstruct, rearrange or downsize the number of workers by

retrenching the workers. It also affects the job security, lower employment opportunities, lack of financial stability and increasing personal debt (Anon, 2016).

A few issues were theoretically studied on the concept of job security and its impact on the well-being of the individual. Besides, a very few studies were conducted to examine the individual's perception of job security towards life and well-being. There is a need for a scientific and deeper study on the impact of job security on the well-being in terms of physical and psychological adjustment (Vance et al. 1988), especially among the citizens of Malaysia. This is supported by Prof. Dr. Mohd Hussain Habil in Anon. (2009), who claimed that with a growing number of people who are suffering from mental distress due to job loss thus should have alerted the employers as well as the government to immediately address the importance of job security issue before it triggers a larger social problem.

This particular research was mostly carried out in many western countries. However in Malaysia, a research on job security and its relation to well-being is not yet being done scientifically as this study is a preliminary study in Malaysia. It is hoped that the results of this study would be able to at least contribute to the pattern of job security experienced by the perception of private sector employees who are directly affected by the impact of the economic crisis. The study also is suitable to be conducted in the present context because of the economic crisis that is sweeping the country. The impact of the economic crisis may also affect other physiological components of well-being and can be understood by the employers and the government. In addition, this study will contribute to the literacy of job security and well-being in Malaysia.

2.0 Literature Review

2.1 Job Security

According to Sweet (2006) job security is a condition in which employees feel a lack of assurance on their work to remain stable from day to day, week to week and year to year. Meltz (1989) on the other hand defines job security as individuals who keep working with the same organization without weakening the aspect of seniority rights, wages, retirement and so on. According to Herzberg (1968) job security is a condition in which the organization provides stable employment to workers. In the context of this study, job security is a guarantee of employment, including retirement security, job insecurity, which threatens the life and work of employee positions in the company, and the fear of losing his job.

The economic situation now is very appalling as many experts have predicted that the economic crisis this time is far worse and takes longer time to recover. Although the economic crisis in the country is said to be under control, but there are group of individuals who have lost directions and sources of life due to job loss. Hence, this economic crisis will certainly affect the job security. Job security is something positive about work while job insecurity is something negative about work and it will affect a person's life. De Witte (1999) suggested that the job insecurity condition gives more pressure than the job loss situation. Job insecurity can be termed as worries over permanent job losses (Larco et al. (2012).

As a result of job security, it will never affects an individual in terms of personal health and well-being, financial organization and human resources as a result of employee retrenchments and also to the community in which they have to contend with the increased costs for health and social security (Bernhard-Oettel et al. 2011). Larco and colleagues (2012) argued that job security has a positive impact on the well-being of one's life.

Job insecurity referred not only to the worker's uncertainty of his continuation of work but also other dimensions such as opportunity of getting a promotion or the possibility of getting a temporary termination (Greenhalgh Rosenblatt 1984). Hoppock (1935) identified that job security as one of the six

main components in job satisfaction. Herzberg initiated that job security as a hygiene factor based on the two theories of job satisfaction while Kornhauser (1965) argued that job security as a source of satisfaction and dissatisfaction.

As a result of this scenario, there is a relationship between the reduction of workers with negative levels of health. There is also an evidence to show that the reduction of workers has negative and long-term effects on the physical and mental health of the workers involved (Farwell 2007). Psychologists have anticipated that today's economic crisis will increase the risk of depression in the society which is one of the branches of mental health problems (Halina, 2009).

Logically, job security can be defined as a persistent certainty about jobs and income of an employee. Job insecurity occurs only in the case of loss of employment without consent. Job insecurity exists when an employee's perceived his future career will become unstable and at risks. Job insecurity has been identified as the most emphasized aspect in a particular work situation (DeWitte 1999). Slack (2004) proposed a definition for job insecurity while taking into account on the loss of job or loss of job components. Thoughts of temporary termination or request to work by reducing the number of working hours will affect the financial responsibilities such as to support the family and pay the loans. The term loss, threatened and uncertainty are always used in explaining the meaning of job insecurity.

2.2 Well-being

The meaning of well-being can be expanded not only in the form of personal health but also prosperity at the workplace. The level of well-being of individuals is based on a set of values that they have set. Campbell (1981) says that well-being can be defined in any manner but must have a positive element. Keyes, Shmotkin and Ryff (2002) define well-being as the quality of life of individuals or other social units. Muhammad Fadhil (2003) on the other hand claims that well-being is an attempt to solve the problem and improve the quality of life that is healthy, safe and comfortable in physical, social and psychological. Siti Fatimah (2005) explains the concept of well-being not simply measured through ownership of property but it also includes the non-material aspects such as feelings of love, health and hospitality. In the context of the study, well-being refers to the aspect of work fatigue, in relation to bodies and negative parenting behaviors.

Well-being is an important aspect in the quality of human life and will make us feel delighted and happy. A study on happiness has discovered that good marriage, the support from a group of friends, work that is rewarded, adequate financial, proper nutrition and physical activity, good sleep, useful leisure time and beliefs and practices are the things that can improve well-being (Shah & Marks 2004). Optimism, trust, respect and autonomy can also make us happy. We often measure well-being as happiness or satisfaction of life. Well-being is more than having a good life, having a life that is meaningful, using self-potential to the fullest and experiencing more meaningful life.

According to Schickler (2005) well-being consists of multiple dimensions where it contains spiritual, physical, emotional, social, and environmental as well as mental. Well-being is subjective and it is more than "being good". Argyle (1996) asserted that there are three components that is needed in determining the well-being of mankind, namely the availability of positive emotions, negative emotions and satisfaction in life. It can be concluded that someone who is blessed is the person who is happy, no negative feelings and satisfied with his life (Rohany & Fatimah 2006). This is consistent with Renwick (2006) who claimed that well-being is something that can make a person feels delighted, happy, having fun and feels that his life is more meaningful.

Well-being has been defined as the quality of life of individuals or other social units (Keyes, Shmotkin & Ryff 2002). The meaning of well-being can be extended not only in the form of personal

health but also the well-being in the workplace. However, Campbell (1981) stated that well-being can be defined in any manner but it must contain a positive element. Warr (1987) elucidated that the term well-being should be used to embrace the measurement of life experience (happiness and satisfaction of life), whereas in the research organization it is necessary to include relevant work-related experience (job satisfaction and job placement) and dimensions of pay satisfaction.

Researchers such as Barling et. al. (2005), Mauno & Kinnunen (1998), Steward & Barling (1996) in Mauno & Kinnunen (1999), Hughes & Galinsky (1994) and Larson et. al. (1994) have studied the relationship between job security and family well-being and discovered that it did not disturb the well-being of the family. Dekker & Schaufeli (1995) found out that a long period of job insecurity (over two months) jeopardizes the well-being of workers as compared to workers who have erratic work. Israel, House, Schurman, Heaney & Mero (1989) indicated that the employees who are in a situation of job security never feel worry and threatened, showing symptoms of distress such as depressed and somatization.

Another study done on workers in the United Kingdom showed that the employees who are working in situations that are harmful have severe health rates, high rates of hypertension, prolonged illness and some symptoms of common diseases (Ferrie et al. 2002). Lewchuk (2006, 2007) and Clarke (2008) examined the employees who are in the situation of job security and is reported did not have severe health and mental, exhaustion at work, work in pain, sleep disorder and dizziness (Wolff 2008).

There are many researchers who were using multiple variables to study about well-being. For example, Li (2006) in his research on the well-being of the people in China has used five domains of life, namely health, family, social relationships, employment and the environment. Nieboer et al. (2005) used the goals achievement, behaviour, status and comfort as an indicator to the well-being. Other researchers such as Calvert et al. (2005) and Polnac et al. (2001) have used the factors of income, education, health, housing, communication and transport, safety and security, family, work environment and social participation as a clairvoyant to the well-being. Mauno & Kinnunen (1999) have divided the well-being into three components namely exhaustion at work that is used as a measure of occupational well-being that is consistent with the model of burnout by Maclach Jackson's (1981, 1986). The second component is a somatic symptom that will assess the overall well-being and basic measurement in calculating the amount of pressure experienced by someone (Caplan et. al. 1980 in Mauno & Kinnunen 1999 and Cooper & Marshall 1976). The last component is on the family welfare emphasizing on the conditions of the workplace that has disrupted the family life, which is the time with family, mental and physical energy.

2.3 Job Security and Well-being

In the working world nowadays, workers have to deal with the reduction of employees, the merger, restructuring and relocation of work. These situations have triggered a feeling of job insecurity among the individuals, communities and local residents (Farwell 2007). The threat of job loss is a trauma to the individual and the effect is similar to someone who has lost a job (Kasl, Gore & Cobb 1975). Donnelly & Voydanoff (1988) have conducted a study on the impact of economic pressures on the family relationship. A total of 1,561 people have participated in the study and the results indicated that the women job security is positively associated with family and household satisfaction.

There are several studies conducted to measure the physical effects with job security. Based on the report by Wolff (2008) in the National Collaborating Centre for Determinants of Health, job security has to do with a strong link with severe physical health such as fatigue, sleep disorder and pain in the limbs. There are some findings related to the study as being conducted by Borg et. al. (2000) on the relationship of work environment with health. They have conducted a study for five years on 5,001 employees in Denmark. The respondents were interviewed via telephone for the first time in 1990 and

followed by a second interview in 1995. The results showed that there is a negative relationship between job security with the back pain (Borg et. al. 2000) and blood pressure (Barling & Kelloway 1996). Similarly, the findings by Maurier & Northcott (2000) on 271 registered nurses from hospitals located in the urban areas where there is a negative relationship between job security with the psychosomatic complaints (relating to body) such as sleep disorder and dizziness.

Several studies have discovered that workers who have ambiguous perceptions of their future career showed severe levels of physical health. Kuhnert (1986) who conducted a study on 200 workers has concluded in the findings that their job securities have affected their well-beings. A study done by Warr (1983) on 196 unemployed citizen in Britain revealed that they experienced high health problems which are the increase level of anxiety, depression, insomnia, inability to concentrate, lack of confidence, fatigue and nervousness. Similarly, the findings by Heaney, Israel & House (1994) on 207 automobile workers also indicated that workers who are facing the situation of job insecurity for more than 13 months, have increased the physical symptoms. Greenhalgh & Rosenblatt (1984) also found the job security did not related to various issues relating to the body and the overall decline in psychological well-being (Dekker & Schaufeli 1995 and De Witte 1999).

Wanberg, Kammeyer-Mueller & Shi (2001) have conducted a study in several countries, namely Canada, France, the United States of America, Japan, Italy, Germany and the United Kingdom. The results obtained were similar for all the countries in which there is a relationship between the status of unemployed individuals with the deterioration of psychological well-being (level of depression and severe sadness) and the physical decline (increase in the symptoms of dizziness and abdominal pain).

A 14-month research conducted on the car dealers has discovered that the job security has decreased the physical symptom (Ferrie et al. 2002). Similarly, based on a research done on the public transport workers who were given continuous exposure to the job insecurity is indeed associated with a high psychological pressure (Ferrie et al. 2002). An employee who is experiencing a work that is secure discovered that the job security is not significantly associated with the severe health problems. Vance & Kuhnert (1988) reported in their findings that individuals who feel insecure with their work are easily exposed to health problems. According to Wolff (2008), a job which is not secure is related to mental health.

Mauno & Kinunnen (1999) had conducted a research on 215 couples and discovered that the cause of stress at work which is the job insecurity has affected the marriage and parenthood satisfaction due to exhaustion at work and somatic symptom disorder. A study by Kasl, Gore & Cobb (1975) on the employees of the company that will be closed, discovered that the employees who have expected to lose job showed higher physical symptoms as compared to the employees in the control group (Geling 2007).

Heaney, Israel & House (1994) have conducted a survey on 207 automotive industry factory workers and discovered that the chronic situation of insecurity has affected the job satisfaction and physical symptoms. The longer the period of a person's job insecurity, hence will reduce the job satisfaction and increase the physical symptoms (Geling 2007). Vance & Kuhnert (1988) in their study asserted that individuals who find it difficult to get jobs which are comparable with their current jobs everywhere else, are prone to health problems. Job insecurity is related to severe physical and mental health, dealing with high risk of injuries in the workplace. Job insecurity is also related to hypertension, fatigue, sleep disorder, pain, depression, sadness, risks of mental health, poor health and prone to various infections (Wolff 2008).

De Witte et. al. (2016) have reviewed studies on job security for 30 years back. He found that many researchers have obtained similar results. One of them, a study from Vander Elst et. al. (2014) proved that well-being is never affected by job security. Burchell (2011) in his three studies found that an

individual's job which is from secure to insecure is related to a large increase in anxiety and depression as well as changes in well-being scores parallel to the changes in job security. A study by Huang et al. (2012) and Glavin & Schieman (2014) found there is a correlation between depression and job security of workers.

There are also studies that examined the relationship between job security with physical health and quality of sleep disorders such as Virtanen et al. (2011), Vandor Elst et al. (2015) and Kirves et al. (2011). However Cheng et.al. (2012) have obtained different results. A study by Alarco et al. (2012) to over 651 workers in Peru have found a strong correlation exists between job security and well-being. They found that workers in Peru are concerned about losing employees because it is difficult to find a good job with good pay, appropriate working hours and limited skills.

Kuhnert & Vance (1992) revealed that when a person's security of employment at a high level, the job security does not have a great impact on health. Individuals who reported to have low security of employment and job security, are more likely to have high health difficulties. According to MacNeil (1994), individuals who do not have any jobs, have a strong relationship between perceptions of security with psychosomatic complaints. This is because they are too dependent on the job. High job security will lead to low depression and anxiety. Therefore this study hypothesized that;

H₁: There is a significant relationship between job security with well-being

Kinnunen, Mauno, Natti & Happonen in 2000 had conducted a research on job security and well-being on factory workers and bank employees in Finland. The result obtained shows that female bank employees feel more insecure with their jobs compared to male bank employees.

H₂: There is a significant relationship between job security with well-being according to the working fields (banking, electronic dan textile).

3.0 Methodology

3.1 Data Collection and Sample

The aim of the study is to investigate the level of job security among 600 workers who are working in electronic and textile manufacturing industry and also in banking sectors and relationship between job security with well-being. As we are aware of, these three areas were most affected by the economic downturn. The study was conducted using purposive sampling method as it was using the sample to meet the requirements of the study (Mohd Najib, 2003). A set of questionnaire was distributed to 200 bank employees, 200 electronic factory workers and 200 textile factory workers.

3.2 Measures

Job Security Scale by Lahey & Kuhnert's (1988) that was adopted by MacNeil (1994) was being used to measure the job security. The Job Security Scale consisted of seven items was used to investigate the respondents' feeling of security with the career that he or she is doing now. The reliability of the scale is 0.75 while the validity scale was 0.701. One of the examples for the scale item was "I am able to work here forever". On the other hand, Well-Being Scale by Mauno & Kinnunen (1999) was used to measure the well-being. The Well-Being Scale consisted of 15 items has been classified to three dimensions; one of them was Work Exhaustion (nine items) and the example question was "I feel like being used at the end of the working day". Another dimension was Body-related Symptom (six items) and the example item was "Difficulty in Sleeping or Awake at Night". Whereas the last dimension was

Evaluation of Family Health through Negative Behavior in Parenting (five items) and the example item was, “My working time has disturbed the amount of time I spend with my children”. The reliability of this scale is 0.89 and the validity scale was 0.893. The data collected was analyzed using Pearson correlation analysis, t-test and one-way ANOVA.

4.0 Results

Based on the findings of this study, it shows that the level of job security of the employees in the private sector is high with 70.8 percent. The workers consider that the jobs they have now is still secure and they still feel safe. They also do not fear of losing their jobs and assuming they can still continue to work in the organization to which they belong. This also gives the meaning that the state of the economic recession that hit our country does not give pressure on the job security of the employees in the private sector whom are involved in this study. As a consequence, these results had supported a study by Domenighetti et al. (1999) who carried out a research on 719 private workers in which it was found that the level of job security is at a high level of 65.9 percent. The level of well-being of respondents is also high (52.5%) respectively. These results can be associated with job security in which respondents have a high level of job security. This situation does not give any pressure on the respondents thus the respondents felt their well-being were at a high level.

The results of the one-way ANOVA, t-test and Pearson correlation indicated that there is a significant relationship between job security with well-being. Based on the results in Table 1, job security is significantly correlated with well-being.

Table 1: Relationship Between Job Security and Well-being

Variable	Correlation
Job Security with Well-being	$r = 0.325^{**}$

** $p < 0.01$

Based on the results obtained, there is a significant relationship between job security and well-being. This relationship implies that the higher the job security, the higher the well-being of an employee. Some previous studies also support these findings, including a study on a car dealer conducted by Ferrie et al. (2002) stated that the job security has increased the physical symptoms and the public transport workers whereas it is also associated with a high psychological pressure. Vance & Kuhnert (1988) in their study reported that someone who feels insecure with his job is easily exposed to health problems.

Nowadays, it is seen that in the world of working environment where workers have to deal with the reduction of employees, the merger and others, thus has triggered a feeling of job insecurity among the individuals, communities and local residents and has also given a powerful impact on their health (Farwell 2007). Based on the correlation study, job security is associated with psychological health decline such as exhaustion at work due to working excessively hard and overload of stress (Landsbergis 1988), sadness and depression (Gavin & Axelrod 1977) and normal psychological distress (Roskies & Guerin 1990). Job security was the only variable that could significantly predict worker’s physical health (Kuhnert & Palmer 1991). Being unemployed is said to have a negative impact on the physical and psychological health (Eisenberg & Lazarsfeld 1938, Warr 1983). A study in Germany has clearly proven the effect of unemployment on physical health (Brinkman 1984) and psychological health (Frese & Mohr 1977, 1979).

Mauno & Kinunnen (1999) had also conducted a research on 215 couples and it was found that the job security did not affected the marriage and parenthood satisfaction in terms of exhaustion at work and somatic symptoms. It has proven that there is a relationship between the causes of stress such as job

insecurity due to exhaustion at work, with the decline in the overall health such as somatic symptoms. The decline in the level of health is expected to disrupt the family health which is the marriage and parenthood satisfaction. Therefore, job loss affected not only the economics but also the physical and psychological of a person.

One-way ANOVA test was used in this study and the results showed that there are differences in job security according to different working fields (Table 2). It was found that bank employees have a higher job security than the textile workers and electronic workers. For this study sample (n = 600), the results showed there was a significant difference in mean score [F (2, 597) = 5,614, p <0.05] in job security according to the different working fields. This means job security experienced by the bank employees, electronic workers and textile workers is significantly different. However, there is no significant difference in well-being in the workplace [F (2, 597) = 0.423, p >0.05]. This shows there is no significant difference on the well-being of the bank employees, electronic workers or textile workers. Bank employees, electronic workers or textile workers did not show any difference in the well-being. Kinnunen, Mauno, Natti & Happonen (2000) conducted a study on the welfare of the factory workers and bank employees in Finland. The result that they obtained shows there is no difference in well-being among bank employees and factory workers.

Table 2 : Difference on Job Security and Well-being based on Working Fields

	Source	dk	JKD	MKD	F	Sig p
Job Security	Among Group	2	3.020	1.510	5.614	0.004*
	Within Group	597	160.550	0.269		
Well-being	Among Group	2	0.234	0.117	0.423	0.655
	Within Group	597	165.184	0.277		

* p<0.05

Post-Hoc test ANOVA Tukey HSD in Table 3 shows that there are significant differences in mean scores (p <0.05) for job security in the working fields. Based on the mean difference, it was found that bank employees (M = 3.2995, SD = 0.59677) have higher job security than textile workers (M = 3.1425, SD = 0.45748) and electronic workers (M = 3.1565, SD = 0.49129).

Table 3 : Post-Hoc Test ANOVA Tukey HSD : Difference in Job Security Based on Working Fields

(I) Field	(J) Field	Min Diff	Sig p
Bank	Electronic	0.14300	0.017*
	Textile	0.15700	0.007*
Electronic	Bank	0.14300	0.017 *
	Textile	0.01400	0.961
Textile	Bank	0.15700	0.007*
	Electronic	0.01400	0.961

* p<0.05

In 2000, Kinnunen, Mauno, Natti & Happonen had conducted a research on job security and well-being on factory workers and bank employees in Finland. The result obtained shows that female bank employees feel more insecure with their jobs compared to male bank employees.

5.0 Conclusion

This study is a descriptive study that aims to examine the relationship between job security and well-being. The results of the study show that workers have high job security. This means that employees feel that their work is guaranteed and they do not feel threatened to be laid off despite being in a situation

of economic crisis. Results also showed that job security has a direct relationship with well-being. This relationship means that when employees feel their work is assured it will affect the improvement of the welfare of workers. It is hoped that this study is a prelude to future studies in the years to come.

The recession has dampened global economic growth. This scenario has led to the global economic downturn, the financial sector faced with liquidity problems and confidence and future global become more uncertain. The phenomenon of rising fuel and food prices that are very burdensome to consumers have been felt by all walks of life. Realizing to what has happened, Malaysia's Budget 2016 presented also takes into account the global prospects. With the theme of Enhancing Well-being of Rakyat, Malaysia's Budget 2016 has focused on five priorities, namely (1) strengthen the resilience of our economy, (2) improve productivity, innovation and green technologies, (3) to prepare the human capital, (4) empower the bumiputera agenda and (5) ease the cost of living. The budget is aimed at easing the burden of the people in terms of cost of living, increased entrepreneurship and also make Malaysia as a country that can compete globally.

Results of this study have shown that employees have a high level of job security even the country is in a desperate state. Such information is very useful to the management of the organization to maintain job security among workers. It can be done by paying attention to how individuals and organizations can be helped in overcoming the problem of job security at the lowest risk. The management should think of the best way to lay off workers by using suitable methods in putting the economic pressure on workers without affecting their well-being such as using positive communication. The findings about the well-being can be used by the management of the organization to enhance the comfort of the workplace, improve health benefits and provides a better job.

In the years to come it is expected that other researchers will get respondents from different states from urban and rural areas so that the findings can be generalized to a larger population. The questionnaire should also be distributed to the top management representing the views of the management of the organization. The views of both parties will be able to detect any difference of opinions on the issue of job security. The results of this study can be a guide to the university students so that they are equipped with appropriate knowledge, skills and abilities as well as high self-esteem to compete with other candidates in the working field that is full of challenges. Apart from that, the findings could be a guide to any curriculum and policymakers at the university to design the curriculum and syllabus of extra-curricular activities containing elements that are corresponding to the marketability of the present scenario and for the future. Apart from that, the management can consider to provide a counselor in the organization so that the employees can share any problems and pressures that they bear. The management may also consider to provide a child care centre within the organization to reduce the burden of the cost of living of workers and reduce any problems related to the well-being especially related to parenting. Finally, the findings could help the government enhance the promotion of awareness of job security and their impact on the welfare of the workers who are affected by the economic crisis and the public in general.

There are several limitations of the study faced by the researchers which is to measure the respondents' perceptions of job security and well-being that they are experiencing now. The measurement of perception is based on the workers who have not been dismissed and the perception will measure the feelings only if they are dismissed. Therefore, the results of this study is only applicable to employees who have not been dismissed. Chances are if the respondents are the workers who had been dismissed, the findings may show different results than those obtained in this study. Most of the respondents were less interested in filling up the form especially the production workers in electronics factories in which they claimed that they are short of time and have to work in accordance with a predetermined time. The researchers have difficulties to get references that are related to job security in Malaysia and most of the studies obtained was from the study conducted by the Western researchers.

It is hoped that this study will be carried out by other researchers so that the questionnaire will be continuously updated and improved for the use of other researchers. The more research on job security being conducted, the more information and knowledge about the effects of job security to the well-being of the employees will be gained. The information and knowledge obtained will allow the management of the organization and the government to plan on the effects of job security to the well-being of the employees.

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