



A STUDY ON JOB SECURITY WITH REFERENCE TO PRIVATE COMPANIES IN CHENNAI

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ABSTRACT

This research article helps the reader to understand the nature of Job security and its impact on employees towards their performance and also the involvement of Individual and Industry. The research was conducted in Chennai city, so the nature of the employees will be more mature as he subjects to various development both Technical and Non – technical.

KEYWORDS:

- **JOB SECURITY**
- **JOB SATISFACTION**
- **EMPLOYEES PERFORMANCE**
- **PAY**
- **BURNOUT**

The way to understand an employee's risk to work in an organization the risk which disturbs him or her to perform their job with full commitment. These risk can be both internal which is inside the organization and external factors which is beyond the control of the organization in which they work. From the statistics (Govt. research) it is said that job security prevails in private organization only. And people prefer government jobs both central and state government mainly because of their secured reasons. And all private organizations jobs are quoted as risky one for security in these recent years.

PURPOSE OF THE STUDY:

The main purpose of the study is to analyze and found why jobs are more prone to job insecurity by analyzing the various attributes that plays a major role

SCOPE OF THE STUDY:

The study is restricted to 26 organizations situated in and around the Chennai region, India. The main attributes which contribute to job security is studied. It is limited to only one section which includes both male and female employee's.

OBJECTIVES:

1. To identify the reason for job insecurity in Private industry.
2. To study the extent to which this job security affects the employee's performance towards the goal.

HYPOTHESIS:

Ho: There is no significant reason which affects private employees towards performance.

H1: There is significant reason which affects the private employees towards performance.

Ho: There is no significant difference between job security and job satisfaction.

H2: There is significant difference between job security and job satisfaction.

DESIGN OF QUESTIONNAIRE:

The questionnaire is framed after analyzing related articles, journals and literatures. Then with the help of these literatures paved way for applying various scales to measure the results and also to find out its accuracy. Then the framed questionnaire is circulated to 50 employees of private organisation as a pilot study. After the pilot study the final questionnaire is framed with the expert's knowledge and advice.

METHODOLOGY:

- Primary data was collected through the questionnaire.
- Secondary details are collected from research articles, journals , government reports and books.

SAMPLE DETAILS:

A total number of 525 employees details are collected in this study and 131 people were rejected due to incomplete record. After rejection 394 employees questionnaire were taken to the research work.

This study has four major factors like organizational factors, individual factors, job security and job performance. These main four factors has items as sub factors namely

- Organizational factors – 18 items
- Individual factors – 15 items
- Job security – 10 factors
- Job performance – 8 factors

The attributes which are considered for collecting the questionnaire are

- Leadership skills
- Interpersonal skills
- Problem-solving skills
- Self motivation
- Efficient
- Ability to prioritize
- Team player
- Reliable
- Multi-task

TABLE 1

LEVEL OF JOB SECURITY TOWARDS JOB SATISFACTION OF THE SAMPLE

NO.		NO. OF EMPLOYEES	PERCENT
1.	Highly effective	126	32
2.	Moderately effective	134	34
3.	Less effective	134	34
	Total	394	100

It can be found that 66% of employees from the IT industry found that job security and job satisfaction highly or moderately affects.

TABLE 2

COMPARISON OF JOB SECURITY WITH THE PERFORMANCE

SOURCES OF VARIATION	SUM OF SQUARES	DF	MEAN SQUARES	F
Between groups	254.191	3	84.730	1.706
Within groups	4769.199	96	49.679	
Total	5023.390			

The result of the tool applied ANOVA with the comparison of job security with the performance is shown in table 2. It is observed that there is no significant difference as the answer is 1.706, more than 0.05 level.

TABLE 3

GROUP STATISTICS

	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
Leadership skills	4.71	0.909
Interpersonal skills	4.29	1.14
Problem-solving skills	1.12	0.956
Self-motivation	5.04	0.72
Efficient	5.61	0.88
Ability to prioritize	5.62	0.68
Team player	4.71	0.909
Reliable	5.53	0.49
Multi-task	4.71	0.909

Ho: There is no significant difference between job security and job satisfaction.

H2: There is significant difference between job security and job satisfaction.

By applying discriminate analysis for the question, we were able to prove that there is significant difference between all the variables. Though discriminate function analysis is to predict group membership based on linear combination of the various interval variables which are multi variate normal, non-collinear and with its parameters. It help us to give answer that there is difference between job security and job satisfaction and dependent variables and the nine - predicted variables are used to predict all dimensions.

TABLE 4

ATTRIBUTE AND ITS IMPACT

	<u>F Stat</u>	<u>Significance</u>
Pay	0.021	0.864
Opportunity	144.976	0.000
Balance of personal and official	1.384	0.243
Burnout	0.074	0.786
permanency	12.299	0.001

The employees basic needs are compared with the staunts needs and the threaten on them about the burn out and their permanency in job is making the employees less satisfied thereby affecting the loyalty and also their belief on themselves.

CONCLUSION:

The study after analyzing and application of tools on collected questionnaire from the employees try to prove that employees are disturbed because of the in secured feelings and the prevailing situation of tough competition of personal. Healthy atmosphere can be provided and development of individual and industry can be possible only with a self-motivated loyal employees. To make an employee self-motivated, the industry should not only provide the basic needs but also a sense of secured feeling among the employees for better results both financially and also personally.

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