

Will I Be Here Tomorrow? How Individuals Perceive and React to Job Insecurity

Maike E. Debus

Due to a rapidly changing organizational environment, job insecurity, that is, a person's concern over future job permanence, has become a prominent stressor in today's workforce. Building upon the notion that individuals are nested in a multitude of higher-level contexts, this presentation will highlight that job insecurity is a phenomenon that needs to be viewed from a multilevel perspective. I will present research findings on how the *couple*, the *organization* and the *country* context can impact individuals' perceptions and reactions to job insecurity. Starting with the context of mixed-gender dual-earner couples, I will present findings that highlight husbands' enhanced vulnerability to job insecurity if their wives likewise experience job insecurity. Focusing on the organizational level, I will present findings on the relative contribution of environmental vs. personal characteristics in the prediction of job insecurity perceptions. This research underlines the highly personal and subjective nature of job insecurity perceptions. Moving to the country level, I will then present evidence from two studies on the moderating role of cultural values and socio-economic characteristics on individual job insecurity-job attitudes relationships. Taken together, these studies underline the cultural dependence of individuals' reactions to job insecurity and point to top-down effects of cultural characteristics.