The relationship between qualitative job insecurity and burnout

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Abstract

From the employees’ perspective, job relations predominantly and principally symbolize and ensure income, career and job security. Differing expectations of both the workplace and the employees require considering job security also as an assurance of expected work conditions, career opportunities and wages. The unsuccessful attempt of an individual to deal with the negative stress caused by the failure, for various reasons, to meet the ergonomic expectations of employees which entail realization of physical, social and psychological conditions and opportunities in the work life in such a way that protects and enhances one’s physical, cognitive and psychological balance may lead to burnout. This study deals with the perceptions of job insecurity and burnout of the teachers employed by the public sector. The study is experimental and utilizes causal analysis. Although there is a certain level of job security in the public sector, the relationship between qualitative and quantitative job insecurity and burnout was tested through the hypothesis “there is meaningful relationship between job insecurity and burnout”. The study utilized survey technique. The questionnaire consisted of two parts: the first part elicited demographic characteristics and information about the workplace and the second part included “Job Insecurity” and “Burnout” scales. The correlation between the two variables was analyzed using the SPSS statistical package. The results were presented, discussed, and suggestions were provided.

Keywords: Job security, job insecurity, burnout;

1. Introduction

The purpose of this study is to reveal results on the relationship between qualitative job insecurity (Hellgren et al., 1999; 182, Sverke and Hellgren, 2002; 30) concerning degradation of working conditions, career opportunities, reduction in wage levels and working with development organizations show concerns about the future convergence of the results in the form of loss of form and expression of the features for the work in general, and burnout concerning the exhaustion and the lower aspects of the work away from the "emotional exhaustion, a case involving the concepts of self-loss reduction and individual success as" under consideration (and Schäufele Maslach et al., 2001:399) over a sample in Turkey in the case of teachers working in the public sector. However, the teaching profession which had been under job security and under staffed until recently, teaching practice has become a profession started to be felt join insecurity intensively with the application of contractual teaching profession.

A variety of qualitative and quantitative aspects of the change in working life and focus on issues related to the new concepts and applications has led to the realization of intensive research. One of these concepts is job insecurity that is defined as attitudes and behaviours with negative effects on employees’ happiness and at the same time one of the consequences of radical economic change (De Witte, 2005, p.5). Job insecurity, threatening the security of the growing intensity in customary and expected size of the individual, business and employment, with its qualification of being a continuous source of stress (Akt: Bosman et al., 2005; 49), can lead to burnout which is another concept...
of working life. A variety of tailor-made, such as burnout, job insecurity, which resulted in a failure of efforts to manage negative stress conditions has emerged as a multi-dimensional and is a state of chronic stress response.

Studies on burnout, arising as a result of deficiencies to cope with stress in the related literature, consist of surveys conducted mainly in the service sector staff (teaching, banking, insurance, nursing, medicine, academia, etc.). Due to the nature of the service sector, the service provider and the service user requires to be in direct communication and interaction. Along with the concepts of quality and satisfaction, although emotional, intellectual and cognitive processes of mutual interactions and the service provider in a way that is often the same person again, the service users are being composed of different person / personality in the dilemma. At this point, the sample of the study consists of 224 secondary school teachers who are working in the public sector. In the study, when on one hand the hypothesis of “there is a significant relationship between qualitative job insecurity and burnout” is analysed; on the other hand, the relationship between the qualitative job insecurity, burnout and demographic characteristics has been determined.

1.1. Job Insecurity and Qualitative Job Insecurity

In changing view of working life, job insecurity has been formed as a new and vital phenomenon. Some of the reasons of this formation are reducing production costs in a highly competitive environment of the organizations and the requirement of becoming more flexible, the increasing number of qualified employees required by the new technologies and directing of the industrial structure from production to service, etc. On these circumstances, organizations has two alternatives in the form of becoming more profitable and sustainable living conditions as well as reducing costs and increasing earnings (Transfer: Sverke & Hellgren, 2002; 25). A great number of organizations choose to reduce costs in order to increase organizational effectiveness and competitiveness by restructuring themselves, as well as select to reduce the number of employees in large proportions. These developments which were formed as solutions, have brought about the occurrence of increasingly precarious employment and job insecurity.

Job insecurity on which Hans De Witte expressed that it is positioned between employment and unemployment, and that from this position workers have a sense of being threatened with unemployment (2005, p.1) besides due to changes in job insecurity employees experienced they began to give negative reactions (Sverke & Hellgren, 2002; 26).

Although there is no clear definition, Greenhalgh and Rosenblatt who performed the first study on job insecurity in 1984, define job insecurity as “a weakness of a person in the continuation of willingly working under the threat of job continuation” (Greenhalgh and Rosenblatt, 1984, 438). In another definition, job insecurity described as “a process that reflects the fundamental change that occurs outside the employee's request based on the personal perceptions and the situation of the job continuation” (Gaunt and Benjamim, 2007; 342); whereas it is expressed by Davy and his friends as “the expectation of a employee related to the continuity of his/her" (Davy et al., 1999; 323). Klandermans, Van Vauren and Jacobson describe it as “expectations and concerns about the future of the sum of the individual's job” (Klandermans et al., 1991, 41). In addition, Cheng and Chan states job insecurity as “the perception of individuals of the continuity of work on the detection of possible danger” (Cheng and Chan, 2008; 275); on the other hand, Hui and Lee as “being unbounded in willing to continue to work under threat" (Hui and Lee, 2000; 216). It is described by Green as “the welfare loss from the uncertainty in the job” (Green, 2009; 347). According to Probst (2003), it is “the loss of specific employment on the perception of the individual in an organization at the level of business continuity and regularity” (Transfer: Reisel et al., 2010, 76).

All kinds of legal or illegal organizational changes resulting to prevent from the continuation of the current job, based on the idea of losing his/her job as an employee of uncertainty related to situations that give rise to concern (Çakır, 2007, 120).

Qualitative job insecurity is defined as the significant deterioration in the working conditions, reduce in career opportunities, reduction in wage levels and the loss of features in employee development organization with a show of work in the form of concerns about the future of cohesion (Hellgren et al., 1999; 182, Sverke and Hellgren, 2002; 30). Qualitative job insecurity reveals behavioural changes related to job (De Witte et al., 2010, 44).
al., in a qualitative study they performed, concluded that job insecurity is strongly linked to the behaviour of business (1999, 185). Ashford et al. (1989) and Davy et al. (1997), in one of their studies, reached a relationship between job satisfaction and intention to leave while delivering reduced somatic complaints of the properties of the work or the work with the changes in the whereas they did not find a strong relationship to the end of the business relationship. In a Roskies and Louis-Guerin’s study (1990), the impact of job insecurity on mental health and job commitment were examined. They have reached the knowledge that there is a strong connection between the uncertainty about working conditions of the future and the results they obtained (Transferred: Hellgren et al., 1999; 182).

1.2. Burnout

Just like job insecurity, burnout, as well, emerging characteristics of personal assessments and perceptions. Individual differences cause us create different reactions similar to interpreting a wide variety of environments and their effects. Because each individual’s levels of load and strain are different (Tınar, 1996: 38).

The concept of burnout which is often used to refer to the status of mental fatigue (Schaufele et al., 2008, 175), is introduced with the story of a Burn-out event allocated to the first job of an architect in 1961, by Graham Greene frustration. In 1975, American psychiatrist Freudenberger carried out the first scientific description by considering how psychological burnout syndrome makers create interpersonal chronic stress in business environment (Transferred: Roessler, 2012, 3). Hertberg Freudenberger stated the burnout as “to fail, wear and tear, loss of energy and power demands cannot be met or decrease as a result of the individual status of internal resources” (Transferred: Tarifa & Sokoli; 1998, 95).

The most widely accepted definition of burnout refers to Christina Maslach. Maslach discusses burnout as “the fact involving the concepts emotional fatigue, loss of self and the reduction of individual success”(Maslach and Schaufele et al., 2001:399). Maslach and Jackson formed in the shape of three criteria are able to resist interpersonal chronic stress, exhaustion, cynicism, and dismissing a sense, a sense of ineffectiveness and lack of a sense of individual success at work (Akt: Roessler, 2012, 3). Psychiatrist Glen Gabbard defined burnout as “waste of the spirit”. It may be the result of chronic work stress. Stress is both physical and an emotional syndrome. Stress occurs when the requirements from a person exceed his/her capacity. As the stress increases, the performance decreases (Transferred: Paterson and Adams, 2011; 40).

2. Method

2.1. Sample

The study was performed with the information obtained from questionnaire was distributed to the teachers participating in the seminars in the 2011-2012 academic year and organized on 21 June 2012, who are chosen from 2267 class and subject teachers of 50 schools under the responsibility area in the province of Izmir Buca District Directorate of Education. 254 questionnaires were distributed and in return, 233 of the questionnaires forms were collected back, and 92% return was performed. 224 (88%) of the questionnaires which were available, were analyzed. The selected sampling method is the easy sampling method.

2.2. Hypothesis

In the study done with 87 people working in the field of training and development performed by Tilakdharee et al. (2010, 266), a relationship was found between cognitive and emotional job insecurity and burnout. In addition, in the study a strong inter-correlation was also obtained between the sub-dimensions of job insecurity and the sub-dimensions of burnout. Another important relationship was observed between job insecurity and burnout sub-dimensions of the sub-dimensions of job insecurity and burnout. The main hypothesis of the study referring from these data and information, was formed as “There is a significant relationship between qualitative job insecurity and burnout”.

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2.3. The Scales

The data were obtained through surveys in the study. The survey consists of two parts. Qualitative job insecurity and burnout scales of sentences that make up the first section, the second section included questions about demographic characteristics.

2.3.1. Job Insecurity Scale

Qualitative job insecurity scale which was developed by Isaksson, Hellgren and Pettersson, is a four-item scale (Hellgren et al, 1999:185). In the scale, 5-point Likert of options used that consists the options of (1) Strongly disagree (5) Strongly Agree.

2.3.2. Oldenberg (Olbi) Burnout Inventory

Another scale used in the study, developed by Ebbinghaus Demerouti and 8-point and 16-point size of the work away from the bottom of the exhaustion of the lower size Oldenburg Burnout Scale (Demerouti & Jonathan, 2005:210). Scale questions (1) Strongly disagree (5) Strongly agree to be configured with 5-point Likert Scale.

2.4. Application Limitations

The survey was held by a portion of teachers who participated in the seminars arranged in Buca district of Izmir, the period of June 2011-2012 seminars. Questionnaires were distributed before the seminar and were collected from willing teachers.

The results for the entire sample, demonstrating that the achievement of the district, there is a procedure to be restricted based on the necessity of obtaining permission. Therefore, the willingness of participating in the seminar accessible to those applied to teachers, teacher distinction could be made according to the number of branches in the interpretation of results because of the constraint.

2.5. Data Analysis

Statistical data analysis, SPSS (Statistical Package for Social Sciences) 17.0 was carried out using statistical software. In the first step, according to the results of the data tables and analyses were done to determine the frequency analysis and descriptive statistics. Using the reliability analysis in the second step, internal consistency of qualitative job insecurity and burnout questions (Alpha Value) was measured. In the next step, because the sample is less than the number of non paramaterik ranked, for data ordered from the tests, Mann-Whitney U Test was used to test the two categories of random numbers as well as the contamination on the (Özdemir, 2010:308); ordinal measurement level variables were taken into consideration two or as the average number of the more significant differences between categories in order to test whether the Kruskal-Wallis H Test (Özdemir, 2010:310), to examine the relationship between job insecurity and burnout subscales for the non-parametric Spearman's rank correlation analysis was performed correlation analysis.

In qualitative job insecurity, three statements were coded reversely. “I think this organization would provide the advantage of better material to me in the future” is one of these statements. Referred to the two sub-dimensions of burnout, exhaustion subscale was coded reversely. “I can cope with stress at my work” is one of these expressions. Five statements at the sub-dimensions of alienation from work, were coded reversely. One of these expressions is that “The style of this work is the only job style I can imagine as a way of doing”.

3. Findings

3.1. Descriptive Analysis of Demographic Variables

72, 8% (163 people) of the sample were female and 26.8% (60 people) were male. 10.7% (24 people) of teachers
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were from 22 to 29 years, 13.4% (30 people) were from 30 to 32 years, 28.6% (64 people) were from 33 to 39 years, 20.1% (45 people) were between 40 and 43 years, and the rate of 24.6% belongs to the group who are 44 years and older (55 people). Daniel Levinson Model associating passed stages in the creation of human life and career stages (Transferred: Aldemir et al., 1998; 166-168), was used in the formation of age ranges. The sample mainly consists of teachers who form Levinson settlement phase of the study. In the sample, 83.3% were married, 85% were university graduates, and 10.7% had graduate degree. In terms of the statement of “Working period at the school you are working currently”, the response of “1-5 years’ time” represents the response rate of 45.1%, while the highest option is “6-10 years’ time”, with a rate of 22.8% represents the second highest rate. Occupational retirement period of “11-15 years” represents rate of 26.3%, while the option of “6-10 years” represents 25% percentage. Teaching profession with an average of 2 or 3 times in the change of assignment can be carried forward. To the question of “Have you ever worked at a place other than the National Education to teach?” 61.6% of the teachers answered “No”, representing 2/3 of the sample. The remaining 32.1% of the sample of 1/3 of its shares in the public sector, the group later became a teacher. This supports the view that job security was made due to the transition to the public sector.

67.9% of the sample expressed that they didn’t change job, while the remaining 32.2% said that they have changed jobs referring to various reasons. The answers as reasons for changing jobs to the option of “Other” by teachers consist of “to have children, change and inter-agency transfer, wanting to be officers, not to love the previous job, and have a good opportunity to think about the teaching profession”. The reasons related to work with 5.4% and the reasons caused from management and executives with 4.5%, follow this result.

67% of teachers express that they have never been unemployed while 27.2% of them say that they have lived in unemployment. About 1/4 of teachers experienced unemployment.

Unemployment as a result of the increased use of cigarettes group of 7.1% settled by the first place while 4.9% of them caused by family pressure settled by the second place. The social pressure is ranked as third with 3.1%. For those who have not experienced unemployment in order to place your first thought may arise in the event of unemployment, with 16.1% of the results in the form of increase in the time spent with the family. For this group, the second increase in the use of cigarettes by 8.5% in the third edition of the increase is 7.6% and the family. The results of the sampling support the conclusion that the negative consequences of job insecurity from the results of various studies of individual job insecurity, increase the use of tobacco and alcohol, the social consequences of the breakdown of family relations and community relations (Selects, 2008:288; Tilakdharee et al, 2010:256; Greenhalgh and Rosenblatt, 1984:439; De Witte et al., 2010:42; Melzer vd.2010: 1402).

3.2. Reliability Analysis

3.2.1. The Scale Reliabilities and Drug Analysis

Qualitative job insecurity internal consistency of the scale (Cronbach Alpha) coefficients were found to be 0.691 and 0.760 burnout subscales, the Cronbach's alpha value for the exhaustion, the work was found to be 0.622 for divergence. These levels of reliability are acceptable in limitation in social sciences. From the qualitative job insecurity scale, the statements of “I’m afraid of losing my job” and “I believe that the organization where I’m working will need my abilities in the future as well.” were extracted respectively.

From the burnout statements in Burnout Subscale items, when the statement of “I generally can easily handle with my workload” is removed, the Cronbach Alpha value becomes 0.760. From the sub-scale items of job alienation, when the statements of “I have recently started to make my job almost automatically and without further thought” and “After work, I'm having enough energy for leisure activities” are respectively removed, the Cronbach Alpha value is found as 0.622.

3.3. Descriptive Statistics

3.3.1. Qualitative descriptive statistics for sub-dimensions with the scale of job insecurity and burnout

The mean scores of the scale and subscales of burnout were assessed burnout (2.8421) and alienation from work
(2.8488) subscale averages close to each other, and at the same time alienation from work with the sub-dimensions of burnout is below average. The highest average of burnout and its sub-dimensions (2.9227) belongs to the lower size. Qualitative job insecurity (3.471) is above average.

3.3.2. The relationship between the gender, unemployment, qualitative job insecurity and sub-dimensions of burnout (Mann-Whitney U Test)

Qualitative job insecurity and unemployment, living with burnout sub-dimensions differed according to gender, and to determine whether burnout performed by the Mann-Whitney U Test (p = 0.008 <0.05), burnout (p = 0.001 <0.05) and qualitative job insecurity (p = 0.044 <0.05) showed significant differences according to gender. Exhaustion and burnout, as well as on the extent of female teachers as the average number of male teachers is higher than the bottom. In other words, men and women, as well as qualitative job insecurity and more prone to burnout and exhaustion. The mean number of teachers as unemployment and living close to each other on live situations. Buca district of Izmir Girgin survey conducted with 446 primary school teachers, female teachers as consisting of emotional exhaustion, the mean scores were significantly higher in men (Girgin, 2011, 606). In Cemaloglu and Sahin’s research, neither being a male nor a female teacher does not affect the levels of burnout (2007, 480).

3.3.3. Kruskal-Wallis for age, education level, marital status and occupational seniority duration

In order to test whether there is a significant difference between teachers’ age, education level, marital status and job insecurity and burnout levels of seniority over the periods, Kruskal-Wallis H test is carried out, according to it, the qualitative job insecurity (p = 0.826> 0.05), alienation from work (p = 0.979> 0.05), and burnout (p = 0.489> 0.05), while it does not show a significant difference according to age, exhaustion (p = 0.048<0.05) indicate a significant difference according to age subgroup. The number of teachers who are between the ages of 40-43 as the average of the level of extinction is higher than other age groups.

According to the results obtained from analyses carried out on the status of education, qualitative sub-dimensions of burnout and job insecurity do not show significant differences by education. A similar result in a research done with employees working in training and development industry in 2010, according to a study conducted both by education and age, job insecurity and burnout concluded that there is a significant difference between the sub-dimensions (Tilakdhare et al., 2010:263).

Qualitative job insecurity and the sub-dimensions of burnout were not significantly different according to marital status. However, Maslach and Jackson (1985, 99-131) has concluded in their study that married individuals experienced burnout less than bachelors in a more consistent manner.

In the results of the duration of seniority, only exhaustion (p = 0.028) indicate a significant difference according to the duration of seniority.

3.3.4. Results of the analysis of the rank correlation between the dimensions of burnout and qualitative job insecurity

According to Pearson correlation analysis, there is a positive and weak relationship between burnout and job insecurity (0.244). The main hypothesis is accepted. Increasing job insecurity as a stress-inducing factor, is directly related to the level of burnout. In Bosman et al.’s study, it has been identified that the relationship between job insecurity and burnout occurs as a result of long-term and significant levels of job insecurity (Bosman et al., 2005:48).

There is a positively weak relationship between qualitative job insecurity and alienation from work (0.320), but there is no any relation with exhaustion. There is a positive and strong relationship between the sub-dimensions of burnout, exhaustion (0.887) and alienation from work (0.868). The relationship of exhaustion sub-dimensions with the burnout is higher than those alienation from work. There is a positive and moderate relationship between exhaustion and alienation from work sub-dimensions (0.573). There is a positive and a weak relationship at 99% between qualitative job insecurity and burnout. The main hypothesis is accepted.
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Table 1. Pearson correlation analysis between the dimensions of burnout and qualitative job insecurity

<table>
<thead>
<tr>
<th></th>
<th>Qualitative Job Insecurity</th>
<th>Exhaustion</th>
<th>Alienation from Work</th>
<th>Burnout</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualitative Job Insecurity</td>
<td>1</td>
<td>0.118</td>
<td>0.320(*)</td>
<td>0.244(*)</td>
</tr>
<tr>
<td>Exhaustion</td>
<td></td>
<td>1</td>
<td>0.573(**)</td>
<td>0.887(**)</td>
</tr>
<tr>
<td>Alienation from Work</td>
<td></td>
<td></td>
<td>1</td>
<td>0.868(**)</td>
</tr>
</tbody>
</table>

**Significant at 99% confidence *Significant at 95% confidence

4. Conclusion

Ensuring security of employment practices in the public sector is increasingly being mentioned study, expressed as job insecurity rapidly being replaced by a new phenomenon. In other words, working has begun not to mean employment security under all circumstances. Understood as anti-weighted and employment security as a priority, job insecurity starts to gradually become meaningful in economic and social considerations, as well as increasingly focused on the meaning of psychological interpretations based on perceptions. In fact, in the essence of approaches describing job insecurity, dimensions based on individual and psychological perceptions and results are mainly discussed.

Until recently, job insecurity which is thought to be only applicable for private sector, has begun to influence employees in the public sector as well. The reason is that it is possible for its species as well as incorporating different features of job insecurity based on a personal interpretation of the perceptions. Living in a high level of burnout for this qualitative study conducted public employees, teachers and the relationship between job insecurity and burnout may have been a result of this study. The most important result in the limitation of the sample in terms of the Turkish working life, teachers of the public sector who have employment security have begun to experience a sense of job insecurity. The results obtained from the teachers that shape society generations, the architect of the different enterprises in the private sector and especially for the teachers of the realization of some of the applications require type.

In order to reduce or manage job insecurity and burnout, professional support related to stress management, or related the provision of family-friendly events, as well as other applications, physical, mental, and spiritual health, protection and acquisition programs should be implemented as provided continuity. It also requests the employees should be determined through negotiations take place and personal, group, and organization should turn to the destination. In this process, as a way of coping with family, friends, peers and mentors can be useful in the management of share-based relationship. As soon as possible for public employees coaching, counselling, career planning and management, and relationship management practices can help to reduce the feeling of job insecurity and burnout. People who discover themselves and convert their hobbies as well as the acquisition of participating in volunteer work to take responsibility to create an important resource to manage any negative feelings.

In the next researches, the sample must be replicated numerically. The questions about hobbies and membership of voluntary organizations can be added. The study can be configured as longitudinal. Thus, the external factors may have a chance to be evaluated.

References


