

Emotional Status of Person Has an Association with His Job Security at Work Place

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ABSTRACT: *The person emotional status has an association with his job security at work place has been focused in the study. The main objective of the study to ascertain the relation between person's emotional state and their feeling of insecurity at work place. Participants for this study were 300 subjects selected from educational and health sectors in Mangalore city, Dakshina Karnataka District, India. They were selected by random sampling technique. Eysenk Personality Inventory was administered to find out the emotional status of participants. Interview schedule is used to find out demographic data which includes information on feeling of job security among the selected study samples. For this process Pearson's chi-square test was carried out. The result reveals that there is significant difference between emotional status in security and insecurity (Chi-square=53.8791 P = 0.0001*) at 5% level of significance. The implication of this study to develop an awareness among the mental health counselors, human resource development staff at the various work sectors and further study result can be used to develop an educational program to promote psychological wellbeing of people at work place.*

KEYWORDS: *Emotional status, job security, educational program*

I. INTRODUCTION

For some reason it always seems that the feeling of job insecurity has grown more rampant and more serious during our time. If you feel that competition, feeble world economic conditions etc. are what are causing you to have a sense of job insecurity, and then read this article. The truth is that an employee can do a lot to reduce the fear and feeling of job insecurity. It does get rather tough and unconvincing when a person feels insecure all through or through a major part of his work career. Such a person will more often than not have complaints about other colleagues, they seem to get more pay than him, they seem to have the easier work to do etc. While there is no denying the fact that there are fair and unfair managers and organizations, it is best to look within and take what remedial measures are possible. After all you have to live your own life no matter where you work or stay. This general article will provide some useful suggestions, you can make a start and you should do it right now. Affective part of emotionality which can show three emotional statuses those are stable, unstable and neurotic. Positive attitude, motivation and stable emotion are associated in the behavioral spectrum. People with stable emotion have positive attitude and they do not make any fuss when they are given different kind of job they take this as new learning, they are multi-tasking, self-marketing and do not find easy way out. These are the personality characteristics when the person has positive attitude and stable emotion. They have more job security than people with unstable emotion.

A workplace where co-workers and supervisors are supportive of employees' psychological and mental health concerns, and respond appropriately as needed. For some organizations, the most important aspect of psychological support and educational programs may be to protect against stressors and emotional instability and neuroticism at work.

II. ASSESSMENT TOOL

1 Eysanck Personality Inventory A self-report personality inventory based on Hans Eysenck's factor analysis of personality which assumes three basic factors (the two most important being extraversion to introversion and neuroticism) was used for the study. The concurrent validity and reliability for the neuroticism dimension were found to be .92 and .77 respectively (H.J.Eysanck, Sybill B.G. Eysanck 1980[w1])

2 Interview schedule has been used to collect demographic data which includes information on job security/insecurity of the subject at his work place.

Job insecurity of persons matters much for leading a meaningful life which also has an impact on person's emotional adjustment. Hence it is pertinent to say that apart from mental state, the job security have an impact on person's emotional status.

III. METHODOLOGY

Aim:

To ascertain the relation between people emotional state and their feeling of insecurity at work place. Further using this data for developing educational programs and guidelines for professional counselors and human resource development staff at work place, thereby people at work place can have stable emotional status and feeling of job security.

Objective:

To assess the subjects emotional status and their job security at work.
To ascertain the relation between people emotional state and their feeling of job insecurity at work place.

Hypothesis:

The subject's emotional status and their job security at work have significant association.
The emotional stability increases self-efficacy there by emotionally stable person feel secured with his job at work place.

IV. SAMPLE:

The sample for the present study includes 300 people from all different income, professional, and economic back ground (100 industries, 100 baking and 100 educational sectors). The participants for this study were 300 general populations chosen randomly from various industrial, banking and educational sectors in the Mangalore city of Karnataka State, India. The age of the sample group was between 25 to 60 years. **Statistical Analysis:** After data collection and entered into SPSS 21.0 version, and then analyzed by using Chi-square test to ascertain the association between emotional stability and job security of subject. In the healthy work environment employees feel secured with their jobs and will have better job Satisfaction. Many a time because of various reasons such as incompetence, lack of opportunity to skill expansion, limited scope for promotion so on, in these conditions employees may have job insecurity at their work place. Job security of an employee is an integral part of job satisfaction which influences employee's emotionality.

Table shows employees emotional status and their feeling of security and insecurity at work place

Emotional status	Security	%	Insecurity	%	Total	%
Stable	76	49.35	25	15.06	101	33.67
Unstable	52	33.77	114	68.67	166	55.33
Neurotic	9	5.84	24	14.46	33	11.00
Total	134	87.01	166	100.00	300	100.00

Chi-square=53.8791 P = 0.0001*

From the results of the above table, it can be observed that, a maximum of 49.35 % of employee's showed stable emotionality, who reported feeling of job security of at work place as compared to minimum of 5.8 % of employees have Neurotic who reported job security of at work place, followed by 68.67% of employees have unstable emotionality have reported of job insecurity at work place. The difference is found to be statistically significant (Chi-square=53.8791, P < 0.0001*) at 5% level of significance. This study result clearly indicates the significance of emotional stability and its association with people job security/ insecurity at work place. Stable emotions of employee are an important aspect of people attitude towards their job, work environment and feeling of job security at work place.

V. CONCLUSION

In the present study the people emotional status has been assessed and its association with employee's feeling of security/insecurity has been studied. It has been predicted that people with stable emotion have secured feeling of their job at their work place. Even though there are studies prove that there is no direct association between these two variables, the result of present study supports the prediction.

VI. SIGNIFICANCE OF THE STUDY

The purpose of the study is based on observed fact that employee's emotional status which has its association with people job security at their work place. It has been understood that emotional status of an individual can be mended through various educational programs. Therefore emphasizing this study results on can have better understanding in developing human relation programs, educational programs, and so on ... can be program to promote psychological wellbeing of people at work place. The study results also enhances employers understanding about their emotional state, needs and motivational aspect of behavior, attitude self-efficacy and its significance on their feeling of job security which brings overall growth of institution. The implication of this study to develop an awareness among the mental health counselors, human resource development staff at the various work sectors and further study result can be used developed educational

WEB REFERENCES

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