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## The Role of Gender on Job Insecurity

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### ABSTRACT

*Stress refers to the strain from the conflict between our external environment and us, leading to emotional and physical pressure. In our fast paced world, it is impossible to live without stress, whether you are a student or a working adult. There is both positive and negative stress, depending on each individual's unique perception of the tension between the two forces. Stress bears deliberating effects on both the employees and the employer. The present study was conducted on employees of ICICI bank. The statistical tool used for the analysis is t-Test. The sample study taken was 100 employees working in different Hyderabad Branches. Results of the analysis shows there is significant difference in job insecurity of the working employees.*

**Key Words: Job insecurity and Gender.**

### Introduction

Every human being is stressed at one time or other. Occupation could be a major area of stress creating circumstances. People are constantly pressurized to accomplish more and more works within less facility and less time. Stress occurs when people are faced with events, which they perceive as endangering their physical and psychological well-being. These events are usually referred to as stressors and people reaction to them as stress responses (Mathews,2005). The way, one reacts will depend upon his/her vulnerability. Employees develop various symptoms of stress that can harm their job performance, as a result of external or internal pressures. External pressures result from deadlines, staffing issues and heavy workloads. Internal pressures may result from unconstructive thinking, unrealistic expectations, and inability to delegate and so on (Manimaran and Harisundar, 2006). In the organisations, employee stress is an increasing problem. Work related stress has gained importance because of its implications on employee dissatisfaction, lowered productivity, lowered physical and mental health of employees.

### Literature Review

Kayoko Urakawa and Kazuhito Yokoyama in their work on Sense of Coherence (SOC) may Reduce the Effects of Occupational Stress on Mental Health Status among Japanese Factory Workers (2009) has found the result i.e. adverse effects on mental health due to the job demand and job stress was positively associated with SOC, the mental health status of males in managerial work was adversely negative, where as it was positive among the female co-workers. Finally they found that, SOC is an important factor determining the coping ability over the job stress for both the genders.

Kavitha in her research titled Role of stress among women employees forming majority workforce at IT sector in Chennai and Coimbatore (2012), she has focuses on the organizational role stress for the employees

in the IT sector. She found in her research that, women face more stress than men in the organization and she viewed to be more specific married women faces more stress than the unmarried women

Tajularipin, Visata and Salfuddin (2009) found out a significant difference in the level of stress attributed to gender. Ng and Jeffrey (2003) noted that females are more likely to be stressed than men. Thawabien, Qausy (2012) also found out that female students experienced more stress than male students, and that financial problems affected more male than female students.

According to Chen, Wong, Ran and Gilson (2009) male students reported higher levels of stress, worse psychological well-being, and having fewer inclinations towards using positive coping strategies. Sitz and Poche (2006) found out that women displayed more optimism than men and have lower levels of perceived stress compared to men.

### PURPOSE OF THE STUDY

The purpose of this study was to investigate the influence of gender on the perceived influence of Job insecurity among private bank employees of ICICI.

### Research Objective

To study the effect of gender on Job insecurity in working employees of private organization.

### JOB INSECURITY

A growing body of literature suggests that perceptions of job insecurity may have detrimental consequences for employee attitudes (Ashford, Lee, & Bobko, 1989; Davy, Kinicki, & Scheck, 1997; Rosenblatt, Talmud, & Ruvio, 1999; Sverke & Hellgren, 2001) and well-being as well as for organizational viability (Greenhalgh & Rosenblatt, 1984; Ketsde Vries & Balazs, 1997).

However, because job insecurity still “has captured a fairly limited interest from scholars” (Hartley et al., 1991, p. 10), our understanding of job insecurity and its consequences is confined and hampered by conceptual as well as empirical ambiguities.

In contrast to constructs which have generated more research interest, a great deal of theoretical and empirical work is needed, we argue, to capture the nature of job insecurity, refine the measures of the construct, and arrive at valid conclusions regarding its effects. The overall objective of this paper is to address these theoretical and methodological issues and highlight areas where further research is warranted. As a background, we begin with a short review of how organizational reactions to changes in the business climate have gradually made the employment situation for workers more uncertain.

### Results and Discussion

Variable	Cronbach's Alpha Value
Job Insecurity	0.875

### T-TEST

#### Group Statistics

	genric	N	Mean	Std. Deviation	Std. Error Mean
Jit	f	50	9.93	3.731	.997
	m	50	18.44	6.356	1.589

### Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means							
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
								Lower	Upper	
Jit	Equal variances assumed	4.384	.045	-1.386	28	.000	-8.509	1.940	-12.483	-4.535
	Equal variances not assumed			-1.536	24.716	.000	-8.509	1.876	-12.375	-4.643

From the above table it is clear that Gender has impact on the Job insecurity of the organization. The females and males in the sample survey collected are in equal proportion. The results show that the impact of Gender has greater impact on the job insecurity of the organization. The sig-2 tailed test from the above table which is less than 5% reveals that Gender difference in job insecurity is felt.

### Conclusion :

*Modern life is full of hassles, dead , frustrations and demands. For many people , stress is so common place that it has become a way of life. Stress isn't always bad. In small does , it can help you perform under pressure and motivate you to do your best , but when you're constantly running in emergency mode , your mind and body pay the price. You protect yourself by recognizing the signs and symptoms of stress and taking steps to reduce its harmful effects. The results of the study also support and provide the evidence the stress is perceived differently by males and females.*

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