

## **Job Insecurity and Emotional Stability of Professionals at Their Work Place**

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**ABSTRACT:** *The emotional stability of working men affected by job insecurity at work place has been focused in the present study. Emotional stability in working men is important since emotional stability toned with motivational behavior of professionals which increases work out put at work place. The main objective of the study was therefore to find emotionality among the professionals of various work sectors and finding out the relation between emotionality and job insecurity among the respondents. Participants for this study were 200 professionals (males) from industrial, banking, health and educational sectors of Mangalore Karnataka, India. They were selected by random sampling technique. Medico – Psychological questionnaire for general neuroticism was administered to find out the emotionality scores and interview schedule is used to asses' job insecurity among the respondents. To find the relationship between the variables data has been presented in a form of bi-variables for the purpose of examining property movement of variables in relationship between the variables. The results reveal that there is a close relation between emotional stability of working men and their job insecurity at work place. The implication of this study was to develop insight and understanding among the employers, personnel managers, counselors at work place of the fact that emotionality and low work output by an employee is holding relation with their job insecurity at work place.*

**KEY WORDS:** *Emotional stability, job insecurity, professionals*

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### **I. INTRODUCTION**

Emotional stability or neuroticism is perhaps the most enduring personality factor in psychology. There are thousands of studies on the topic and the entire field of psychoanalysis and clinical psychology might be traced to the study of neurotic symptoms (Freud, 1910). In the realm of normal psychology the findings regarding the importance of neuroticism to applied criteria, such as job performance and job satisfaction, are somewhat contradictory, these criteria's are affected by various other factors one of such factor is job security of an individual at his work place. The success of institutions, industries or any work sectors is influenced by emotional stability of employee. The positively driven motivation with emotional stability increases the work efficiency of employee. One of the most significant factors affecting the emotional stability of employers is their job security. The affective motivation deals with the way in which individuals experience, process, and behave based on emotions. This group of theories complements the host of rational-based motivational theories that are more cognitive in nature. Here are a number of ways in which emotions, or our affective states, are involved in the motivation of behavior. Remember that motivation is the force that energizes, directs, and sustains behavior. How are emotions involved in these three forces? Individuals exist in, and move among, one of three Affective States: Stable emotions: The individual is experiencing positive feelings, such as relaxation, excitement, pleasure, or joy. Unstable emotions: The individual is experiencing little or no noticeable feelings at the present time; Neurotic: The individual is experiencing negative feelings and emotions such as emotional pain, anxiety, guilt, frustration, boredom, or anger. Job security at work place is one of the factors related to motivational state of an employee.

**Assessment Tool** Medico –Psychological Questionnaire for professionals: The fifty items of the questionnaire are awarded two scores for positive response, one score for doubtful response and no score for negative response. The scale measures stable, unstable and neurotic emotionality of an individual. The items of the questionnaire were further statistically treated with sub scale are treated separately. Interview schedule which has 20 questions gives information on demographic data and data on employee's job security and insecurity.

### **II. METHODOLOGY**

**Aim:** □ To find out the impact of employee's perception of their professional skill recognition and appreciation on their emotional state toned with motivational behavior at work place and further using this data to develop

insight and understanding among the employers that unstable or negative toning of emotionality effects the performance and work output of employee.

**Objective:**

To assess the respondents emotionality at work place.

To find the job insecurity experienced by respondents.

To find the relation between the emotional stability and job insecurity

**Hypothesis:** The stability of emotional state holds the close relation with job insecurity at work place which affects the employee’s performance and work output.

**Sample:** The sample for the present study includes 200 professionals (males). Chosen from industries, banks, health and educational sectors of Mangalore city Karnataka, India

**III. STATISTICAL ANALYSIS AND TABLE DISCUSSION**

Table shows the percentages of stable, unstable and neurotic emotionality and experienced job security and insecurity among the professionals at their work place.

**Impact of job insecurity on emotionality of working men**

SL.NO	Emotional status	Respondents		Total
		Experienced job insecurity	Not experienced job insecurity	
1	Stable	15.66(8.3)	51.67(25.3)	67.33(33.6)
2	Unstable	63.33(31.66)	47.66(23.8)	110.99(55.4)
3	Neurotic	14.34(7.1)	7.33(3.6)	21.67(10.8)
	Total	93.33(46.6)	106.66(53.3)	200(100)

Note:\*Figure in parenthesis is percentages.

Data in the table shows that 93 percent of the total respondents have stated that they experience experienced job insecurity, among these respondents from emotionally unstable and neurotics found to be more that is 32% and 7% respectively. Further among total respondents this 24% only 4% with un stable and neurotic emotions respectively stated not experienced job insecurity. Analysis data also reveals that experienced job insecurity among the total respondents with different emotionality has minimum difference. However this analysis of the data indicates that there is close relation between employee’s emotionality and job insecurity.

**IV. CONCLUSION**

In the present study it has been that employee’s emotional state toned with motivational behavior influenced by their job insecurity and the affected professional skills has often come across poor performance and work output has been studied find the relation between these two variables. It has been understood that job security has its close relation with emotional stability of professionals at work place. This study result supports the predicted hypothesis.

**SIGNIFICANCE OF THE STUDY :** This research study may help to develop an awareness and insight among the employers with regard to understanding emotionality and affecting factors like job insecurity which has an impact on impact on employee’s performance. The study results also enhances employers understanding about their emotional state, needs and motivational aspect of behavior and its significance on their work productivity which brings overall growth of institution.

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