

SOCIOLOGICAL ANALYSIS OF JOB SECURITY AND WORKERS' SATISFACTION IN RURAL INDUSTRIES OF DISTRICT DIR LOWER KHYBER PAKHTUNKHWA- PAKISTAN

By

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ABSTRACT

The current study was conducted with main objective to analysis job security and workers' satisfaction among rural industrial workers in District Dir. Lower, KP-Pakistan. Data was collected from 279 industrial workers of Crush Plants, Marble and Furniture Industries. The multistage random sampling was followed for collection of information from sampled respondents. The nature of the study was quantitative and cross sectional where Chi-square and Kendall's T tests were used to measure the association between independent statement "Chances are I will soon lose my service" and workers satisfaction was significant but inverse in relation ($P=0.000$; $T_c = -0.136$), I am sure I can keep my duty, the association was non-significant and inverse similarly, I feel insecure about the future of my job is also non-significant and inverse in relationship with workers satisfaction. Further, the association between I think I might lose employment in the near future' is significant and inverse ($P=0.004$; $T_c = -0.105$) while I face risk of removal' the association is non-significant, there are situational downsizing' the association is also non-significant while 'the industrial labors switch to non-industrial labors in time of sessional unemployment' the association is highly significant and positive in direction ($P=0.000$; $T_c = -0.055$). The results of the study finds least satisfaction of workers from their industrial services and were at the constant risk of termination from services. The study suggest the industrials' owners to ensure the reliability of services to the workers and government to fully implement the national regulation policy in context of ILO conventions on labors' termination with due spirit in the region.

KEY WORKDS; Job Security, Workers' Satisfaction, Rural Industries, KP-Pakistan

Introduction

According to Robins and Timoty (2010) Job security encompass the overall emotional, physical, and psychological attachments of a servant to their duties within organizational structures. It is the degree of reliability and consistency of employment that enable the workers stable and steadfast in their department. The higher rationality of employees considers themselves sheltered leading to confidence and an optimistic attitude with the zealous feeling of self-actualization. The stability of employment creates a pleasant atmosphere of working particularly providing a source of meaningful relationships for the employee with coworkers and management of the corporation. According to Rose (1991) employment reliability is habitually associated and measured with the chance of trailing the amenities of an employee either force full retirement or downsizing probably in near future. Similarly, Artz, & Kaya, (2014) consider J.S. as a subjective issue and belief concerning to durability of working without the risk of dropping and misplacing. Further, the secure acceptance of laborers accomplishes high place, personal and departmental advancement better work environment, up-to-date training, and safety measurement with gorgeous wages and financial benefits in the future. Moreover Jacobson, 1991 considered job security as a motivational factor directly influences gratification and inspires source institutions' development. The consequence of job satisfaction varies from person to person, and relay on the occurrence of the apparent job loss that happens with the obtainability of situations in other organizations.

Literature Review

The factor of job security varies from person to person and organization to organization and is based on the manifestation of the specious career hurt that occurs and the obtainability of openings in the existing corporations. Rationally, occupation sanctuary is the condition and tenacious inevitability regarding service and source of means of a person. Generally, work loss exists in the absence of a worker's consensus where it has been recognized as the greatest accentuated feature of the organization's work environment (DeWitte, 1999). Further, according to Gabriel, (1996) there are two major intimidation features of job security; intimidation of the overall job and risk to job structures in any sort of organization. The risk of overall occupation loss is obvious in single or even the overall downgrading inside institution or redistribution on inferior rank inside the corporation, dismissal, and even quick amateur rotten from services. In some cases, the organization follows downsizing of the employee, an absolute discharge, removals as well as

compulsory sequestration. Such abrupt changes in the human capital of an organization occasioned by downsizing or rightsizing of personnel severely distress the structure and function of the department usually leading to the closeness of the sectors for time being or permanently (Artz and Kaya, 2014). Besides permanent job loss and downsizing Occupation uncertainty exist when some work-related factors are invaded and threatened. Such type of structure and function changes occurs when structural changes in organizations touch wage, professional improvement, salary inertia, position in the organization, professional competencies, and other strains (Kwabiah, Hodibert, & Amankwa, 2016). Another appearance of occupation timidity is the sensation of insufficient omission of authority and lack of control and segregation from the management of organizations. Slack's (2004) thoughts of temporary termination or request to work by reducing the number of working hours will affect financial responsibilities such as supporting the family and paying the loans. The terms loss threatened and uncertainty is always used in explaining the meaning of job insecurity.

Occupational reliability and worker satisfaction are interdependent concepts and both have the ability for psychological and pledge analysis of workers and their parental employment. Similarly, to Armstrong (2008) service disposition and miss placement either positive or negative has a crucial role in the motivation of workers in industries. The positive temperament is considered a pull of the organization whereas the negative temperament is the impulsion leading to the dissatisfaction of labor (MacNeil, 1994). Further, the optimistic mode upshot decreased incomes, enhancing output productivity, loyalty, and safety of tools and technologies as well as advancing confidence in workers (Islam & Islam, 2011). On the other hand, the harmful temper of employees brings destruction, a decrease in production, a greater rate of individual incomes, and a reduction of self-confidence and lethargy of the workers in the organization (De Witte, 1999). Besides, job security has also an influence on the personal and social well-being of the servants. The uncertainty and worries of job loss severely affect the worker's health well-being, the performance of the company, and labor capital consequently, the worker's employment as well as the group and society of the workers. In this regard, Hoppock (1935) argued that occupation reliability has an optimistic impression on the welfare of a person. Whereas, uncertainty is not only affecting the personal well-being of workers but targets the other magnitudes of services like the chance of receiving elevation and the prospect of receiving a fleeting end of jobs. Similarly, Kornhauser (1965) is of the view that work refuge is a great means of worker satisfaction and dissatisfaction.

The dissatisfaction has direct impacts on workers' mental and physical health. In this regard, psychologists have predicted that the ongoing financial challenges will lead to several mental diseases like tension, depression, and anxiety consequently, increasing trends of suicide among workers, their families as well as owners of the industries (Hage, 1980). Keeping in view the importance of job security in employee's personal, social and professional development as well as organizational development as whole, the current study was framed to sociologically analyze the association of Job security and workers' satisfaction in rural manufacturing sector of the study population.

Research Methodology

Sampling Procedure and Sample Size

To find the exact numbers of industries and their work force in the region, a pilot study was carried out through the help of PESCO staffs' under different PESCO sub divisions. Due to greater numbers of workforce with diverse nature the three major industrial sectors (Crush plants, Marbal and Furniture Industries) under the jurisdiction of PESCO sub division Chakdara, Timergara and Samarbagh were selected for data collection. The mandatory sample size for 932 industrial workers (Target Population) was carry out as 279 (Sekaran, 2003), which were further proportionally allocated to each industries in the study population through Bowley formula (Bowley, 1926). Further, the multistage stratified random sampling technique was used for selection of sample and data collection from the sampled respondents in the study population.

$$n_h = (N_h / N) * n \dots\dots\dots(\text{Equation-----A})$$

Where n_h is for sample size from each Sub Division, h , N_h is the total number of workers under each Sub Division, h , N is the total number of workers, and n denotes the total sample size.

Table-I Sample size for each industries operating under three different PESCO sub divisions and their proportional allocation, in District Dir Lower, KPK

PESCO Divisions	Sub-	Number of workers employed (Population Size)	Proportion allocation of Sample Size From Each Industries			
			Crush Plants	Marble Industries	Furniture Industries	Total
S/Division Chakdara		344	36	33	34	103
S/Division Samar Bagh		252	27	22	27	76
S/Division Timergara		336	38	38	24	100
Total		932	101	93	85	279

Measurement of Variables

For measuring job security, Tinne Vander, Hans De Witte, and Nele Cuyper (2013) developed a scale for psychometric evaluation of job insecurity across five European countries, which was modified based on the information. Similarly, a seven-scale item had been designed to properly measure job security in the study population which including the statements; chances for loss of employment, surety regarding ongoing jobs, future insecurity, and situational downsizing of the workers. A positive response with 3 or more items was taken as crucial for worker satisfaction

Data Analysis

After completion of the collection of information, the data was coded and systematically entered into SPSS (25 versions). The reliability of the data was measured necessary for multiple tests and analyses of the data. The data were indexed and further proceeded for Bi-Variate analysis only. Further, the chi-square and Kendal Tau c tests were applied to find an association among the variables of the study.

Statistical Results and Discussion of the Study Variables

Association between job security and job satisfaction of the workers

The results of the independent variable of job security in the context of the statement that; chances are I will soon lose my service, show a highly significant and inverse relationship ($P = 0.000$; $T^c = -0.0136$) with the job satisfaction of the workers. Similarly, the statement I think I might be lost employment shortly is also significant but inverse association with job satisfaction of the workers ($P = 0.00$; $T^c = -0.105$). In addition, the independent statement: industrial workers switch to non-industrial employment due to seasonal unemployment, is also highly significant and inverse in association with the dependent variable of the study ($P = 0.000$; $T^c = -0.055$). Further, the statement I feel insecure about the future of my work, ($P = 0.008$; $T^c = -0.112$), a significant and negatively associated with the job satisfaction of the workers. These results indicate that a greater chance of job loss leads to a lessening level of sampled workers' satisfaction in the area. This highly inverse relation is strongly associated with the work of Khan and Begum, (2020). According to the study finding certain reasons like political instability, poor industrial infrastructure, high and unannounced power shut down, severe flood and natural calamities, as well as terrorism has lame down the industrial sector of the country. These impacts are more severe on informal, small scale and rural industries of the study area consequently, they constantly downsized their workforce and remained closed for days and months. The sudden and sessional unemployment negatively rubs the industrial worker's socio-economic and psychological well-being. Therefore the sampled workers' services are not reliable and at constant risk of removal, leading thereby to high inverse concerning overall job satisfaction in the area. (Khaliq, 2013; Shah *et al.*, 2013). The tabulated data further found a significant association of statements that 'I am sure I can keep my duty' with a positive direction to the dependent variable of the study ($P = 0.004$; $T^c = 0.120$). These findings are too established by, Borjas (1979); Akerlof *et al.* (1988) and Oswald and Wu (2010). Another appearance of job insecurity is a sensation of insufficient omission of authority and lack of control and segregation from the management of organizations (Mangione & Quinn, 1975). Slack (2004), is of the view that job loss, term loss, threats, and uncertainty are always used in explaining the meaning of job insecurity Further, overall quietness, temporary termination or even reducing the number of working days severely influences the overall performance and satisfaction of employee consequently, their socio-economic balance of work life like to support the family and pay the loans.

Table-II Association between job security and workers' satisfaction in rural industries in the study universe

S.No.	Statements	Job Satisfaction			Total	Statistics χ^2 , (P-Value) & T^c
		Highly Satisfied	Moderate satisfied	Least Satisfied		
1	Chances are I will soon lose my service					
	Agree	20 (7.2%)	73 (26.2%)	112 (40.1%)	205(73.5%)	$\chi^2= 2.406$ (P=0.000) $T^c= -0.136$
	Neutral	9 (3.2%)	7 (2.5%)	6 (2.2%)	22(7.9%)	
	Disagree	12 (4.3%)	19 (6.8%)	21 (7.5%)	52(18.6%)	
2	I am sure I can keep my duty					
	Agree	25 (9%)	35 (12.5%)	51 (18.3%)	111(39.8%)	$\chi^2=15.386$ (P=0.004) $T^c= 0.120$
	Neutral	8 (2.9%)	12 (4.3%)	15 (5.4%)	35(12.5%)	
	Disagree	8 (2.9%)	52 (18.6%)	73 (26.2%)	133(47.7%)	
3	I feel insecure about the future of my work					
	Agree	14 (5%)	64 (22.9%)	90 (32.3%)	168(60.2%)	$\chi^2= 13.747$ (P=0.008) $T^c = -0.112$
	Neutral	8 (2.9%)	10 (3.6%)	13 (4.7%)	31(11.1%)	
	Disagree	19 (6.8%)	25 (9.0%)	36 (12.9%)	80(28.7%)	
4	I think I might lose employment in the near future					
	Agree	17 (6.1%)	65 (23.3%)	97 (34.8%)	179(62.2%)	$\chi^2= 15.504$ (P=0.004) $T^c = -0.105$
	Neutral	10 (3.6%)	17 (6.1%)	11 (3.9%)	38(13.6%)	
	Disagree	14 (5%)	17 (6.1%)	31 (11.1%)	62(22.2%)	
5	I face risk of removal/termination without prior notice					
	Agree	21 (7.5%)	56 (20.1%)	84 (30.1%)	161(57.7%)	$\chi^2= 4.070$ (P=0.397) $T^c = -0.064$
	Neutral	8 (2.9%)	13 (4.7%)	26 (9.3%)	47(16.8%)	
	Disagree	12 (4.3%)	30 (10.8%)	29 (10.4%)	71(25.4%)	
6	There are situational downsizing in my industry					
	Agree	30 (10.8%)	57 (20.4%)	97 (34.8%)	184(65.9%)	$\chi^2= 10.342$ (P=0.035) $T^c = -0.047$
	Neutral	1 (0.4%)	21 (7.5%)	21 (7.5%)	43(15.4%)	
	Disagree	10 (3.6%)	21 (7.5%)	21 (7.5%)	52(18.6)	
7	The industrial labor switch to non-industrial employment due to sessional job insecurity					
	Agree	16 (5.7%)	66 (23.7%)	76 (27.2%)	158(27.6%)	$\chi^2= 24.297$ (P=0.000) $T^c = -0.055$
	Neutral	4 (1.4%)	15 (5.4%)	35 (12.5%)	54(19.4%)	
	Disagree	21 (7.5%)	18 (6.5%)	28 (10%)	67(24%)	

Field Survey 2022. Percentages are given in parentheses

Conclusion

Results as a whole show a significant but almost inverse relationship between job securities to job satisfaction in the study population. Majority of the time the workers are at constant risk of removal and termination from their industries. Due to certain socio-economic, political and environmental reasons majority of industrial sector remaining close consequently, they downsizing their work force permanently or even seasonally. As a result the workers of the rural industrial sector were found least satisfied from their services consequently, industrial services are considered insecure and less industrial development has been observed in the region.

Recommendation

Job insecurity was a grave concern of industrial workers in the study population. In this sense, the owners of the industries should not downsize their workforce without prior notice. They must ensure backup sources for the smooth running of the company. Enhance their production to assure the reliability of workers' services up to the maximum extent. Besides owners, the government should implement regulations regarding labor termination from services with the international obligation of ILO conventions no 158 on Termination of Employment from an organization.

DEDICATION

This piece of research work is dedicated to my parent, family and especially to my life partner and companion, my beautiful children Aman Khan Malik, Malik Hashim Khan and Malik Khushal Khan. Thank you for all your love, support, and amazing patience throughout my Ph.D journey. Thank you for always being my sunshine and making my days worthwhile.

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