



Utrecht University

The Effect of Job Insecurity on the Well-Being of Employees

**The Relationship between Job Insecurity, Burnout, and Work Engagement and the
Moderating Role of Age and Openness to Experience**

Esmée Nellestijn (5484049)

Utrecht University

Master Social, Health and Organizational Psychology 2018-2019

Supervisor: dr. V. Brenninkmeijer

Second assessor: dr. M. Van Doorn

21 June 2019

Word count: 8286

Made publicly accessible: yes

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Abstract

Job insecurity increased the past few decades according to the increased number of temporary contracts. It is of importance to prevent or compensate against job insecurity given the negative consequences for both the person and the organization. This cross-sectional study examined whether both age and openness to experience moderated the relationship between job insecurity, burnout and work engagement. Data were collected among 239 working adults in the Netherlands with an employment contract of at least 24 hours per week. Results were analysed using a multiple regression analysis and a Process moderation analysis. The findings indicated that quantitative job insecurity was positively related to burnout, and negatively related to work engagement. In addition, qualitative job insecurity related negatively to work engagement. Furthermore, openness to experience moderated the relationship between qualitative job insecurity and work engagement, in the sense that this negative relationship was weaker among employees with high scores of openness to experience. Contrary to these findings, no effect was found for the moderating role of age. Future research should incorporate multiple individual differences that may affect the relationship between job insecurity and the well-being of employees.

Keywords: job insecurity, burnout, work engagement, age, openness to experience

Introduction

In the past few decades, the job market has become more flexible, and the number of temporary contracts has increased (De Witte, 2005). An important consequence of these flexible contracts is an increasing level of job insecurity among employees (De Witte, 2005). Job insecurity has become a social phenomenon, caused by fundamental changes in the economic system of most European countries and the U.S (De Witte, 2005). Nowadays, organizational success increasingly depends on the ability to meet the needs of customers and clients (Grant & Parker, 2009). Furthermore, organizations need to deal with rapid developments in technology, globalization, and downsizing and outsourcing, which have had a great effect on the nature of work (Landsbergis, Grzywacz & Lamontagne, 2014; Grant & Parker, 2009). Organizations needed to make their operations more effective with fewer resources (Sverke, Hellgren & Näswall, 2002), which led to offering more temporary instead of infinite employment contracts (Keim, Landis, Pierce & Earnest, 2014). Job insecurity has increased by these different types of contracts, and it is important to gain insight into the unfavourable effects of job insecurity, in order to address them.

Job insecurity has harmful effects for both the person and the organization. At the personal level, literature shows that job insecurity generates stress reactions, which can lead to decreasing psychological well-being and increasing levels of burnout and job dissatisfaction (Sverke, Hellgren & Näswall, 2002). At the organizational level, it causes lower levels of job involvement (Kuhnert & Palmer, 1991), decreased trust in the organization, decreased organizational commitment and premature turnover since employees with temporary contracts leave the organization earlier than employees with permanent contracts (Sverke, Hellgren & Näswall, 2002). Given the negative consequences for both the person and the organization, it is therefore important to prevent or compensate against job insecurity (Näswall, Sverke & Hellgren, 2005). According to Furda and Meijman (1992), job insecurity consists of two underlying factors that could be relevant in explaining these detrimental effects, namely the uncertainty of predictability and the uncertainty of controllability. This makes job insecurity challenging and relevant to further investigate.

In order to obtain a better understanding of the effects of job insecurity, the purpose of the present study is to gain more insight into individual differences in response to job insecurity. In older employees, the effect is expected to be greater since they have many financial obligations. For employees who are open to new experiences, however, less effect is expected, as they are broad-minded, curious about new experiences, and original. Therefore, the research question is as follows: *“To what extent does job insecurity lead to a decreased*

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

well-being, with age and openness to experience as moderators?” This research might give insight into the effect of individual factors on the relationship between job insecurity and well-being. Furthermore, insight into and gaining more knowledge of individual differences may make it easier for organizations to understand and help support job insecure employees. This, in the end, can lead to better work performance, and a positive outcome for both the person and the organization.

Definition and Consequences of Job Insecurity

Job insecurity is defined in various ways in the literature. These definitions all refer to a general concern about the continued existence of the job in the future (Hartley, Jacobson, Klandermans & Van Vuuren, 1990). In the present research, job insecurity is defined as “the perceived threat of job loss and the worries related to that threat” (De Witte, 2005, p. 1). This definition is related to a concern regarding the continuity of the current job in the future. Insecure employees might be uncertain about whether one will retain or lose its’ job in the future. This is typified by the subjective conceptualization of job insecurity, as individual differences play an important role in the interpretation of certain situations. However, the population experiencing job insecurity may be larger than the number of employees who actually lose their job (De Witte, 2005). Furthermore, job insecurity can also be described in terms of quantitative and qualitative dimensions (Hellgren, Sverke & Isaksson, 1999). Quantitative job insecurity is described as concerns about the future existence of the job itself, whereas qualitative job insecurity refers to perceived threats of impaired quality in the employment relationship, such as deterioration of working conditions, lack of career opportunities, and decreasing salary development. The present research will examine both quantitative and qualitative aspects of job insecurity.

In the past decades, considerable research has documented the negative consequences of job insecurity for individual workers (De Witte, 2005; Witte, 1999; Sverke & Hellgren, 2002). In occupational psychology, job insecurity is considered a work stressor. For that reason it is understandable job insecurity has a negative impact on employees’ health and well-being (De Witte, 2005). For many individuals work is a source of income, it influences the structure of time, enables social contacts and enhances personal development. Hence, work is a factor for the satisfaction of economic and social needs, explained by the latent deprivation model from Jahoda (1982; see also Sverke, Hellgren & Näswall, 2002). The threat of unemployment makes employees feel insecure about the potential loss of these economic and social benefits. In fact, job insecurity can have just as damaging consequences as the loss of the job itself (Sverke, Hellgren & Näswall, 2002; Dekker & Schaufeli, 1995). As

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

mentioned before, job insecurity is a potential hazard due to the uncertainty of predictability and controllability that employees experience. This can be explained by the Vitamin model of Warr (1987). This model distinguishes nine components of work, which influence psychological well-being (Warr, 1987). From the Vitamin model, a lack of the aspect 'environmental clarity' refers to uncertainty of predictability, since it is unclear what will happen in the future for those concerned. A lack of the aspect 'control' refers to uncertainty of controllability, which can be viewed as the core of job insecurity (Dekker & Schaufeli, 1995; Greenhalgh & Rosenblatt, 1984). In short, the uncertainty of both predictability and controllability are potential hazards, and important in explaining the stress component of job insecurity (De Witte, 2005).

In addition to the consequences for individual workers, job insecurity also has consequences for the organization. The perception of job insecurity is often associated with a resistance to organisational change (Greenhalgh & Rosenblatt, 1984), a decline in performance (De Witte, 2000), a reduction in organisational citizenship behaviour and it seems to reinforce the intention of employees to leave the organization (Davy, Kinicki & Scheck, 1997). Less committed employees are less dedicated to the company, which is not only unpleasant for themselves, it also deteriorates the social atmosphere at work.

In conclusion, job insecurity has potential hazards for both the individual and the organization, and society might benefit from a better understanding of the individual differences that influences job insecurity. Job insecurity is often related to a lower well-being, and thus high levels of burnout, which is a negative aspect of well-being. On the other hand, little is known about the effect of job insecurity on work engagement, which is a positive aspect of well-being. Hence, this study examines the effect of these two aspects of well-being, namely burnout and work engagement.

Job Insecurity and Well-Being

Considerable research has been conducted into the relationship between job insecurity and burnout. Tilakdharee, Ramidial & Parumasur (2010) found a significant relationship between job insecurity and burnout among 87 employees in a training and development environment. Their study reported high scores of burnout, implying that employees experience greater physical fatigue and emptiness than when distancing themselves from work. In a different study, a review of 30 years of longitudinal studies has investigated the relationship between job insecurity and health and well-being (De Witte, Pienaar & De Cuyper, 2016). In total, 57 longitudinal studies since 1987, in a variety of countries worldwide, were reviewed. The results of nine studies show clear evidence for a causal

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

relationship, namely that job insecurity increases exhaustion and hence burnout. Based on previous research, the following hypothesis is formulated:

H1: Job insecurity is positively related to burnout.

The academic literature states that burnout is a work-related condition that affects workers who have worked productively and without problems for a long period of time to their own satisfaction and to the satisfaction of others. Extreme fatigue, loss of control over emotional and cognitive processes, and mental distancing can be seen as the core elements of burnout. These core symptoms are accompanied by secondary symptoms, such as depressive mood, and behavioural and psychosomatic stress complaints. Burnout is mainly caused by an imbalance between high work demands and insufficient resources. It manifests itself as both the unwillingness (mental distancing) and inability (chronic fatigue) to spend any more time and effort at work. Ultimately, burnout leads to feelings of incompetence and poorer performance on the work (Desart, Schaufeli & De Witte, 2017).

Unlike burnout, work engagement is a positive aspect of well-being. However, little research has been done into the relationship between job insecurity and work engagement. Most research in work engagement is done within the Job Demands-Resources framework. This model indicates that job demands and job resources are predictors of burnout and work engagement (Schaufeli & Bakker, 2004). Job demands, such as high workload, role ambiguity and work-home conflict, predict the amount of perceived exhaustion and hence burnout. On the other hand, work engagement can be predicted by job resources, such as: performance feedback, leadership, and appreciation (Demerouti, Bakker, Nachreiner & Schaufeli, 2001).

Although few studies have investigated the relationship between job insecurity and work engagement, the results of some of these studies are particularly relevant to this research. In a sample of 442 governmental employees and employees from manufacturing companies, the effect of job insecurity on employee engagement is examined by Stander and Rothmann (2010). Results show that job insecurity is negatively correlated with employee engagement. Employees who fear losing their job, might experience a loss of meaning, competence, and impact. This, in the end, might have resulted in lower levels of engagement (Stander & Rothmann, 2010).

All in all, based on the above, the following is assumed in the present study:

H2: Job insecurity is negatively related to work engagement.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

According to Schaufeli, Salanova, González-Romá and Bakker (2002, p. 74), work engagement is defined as a “positive, fulfilling, work-related state of mind that is characterized by *vigour*, *dedication*, and *absorption*”. *Vigour* is characterized by high levels of energy during work, *dedication* by a sense of enthusiasm and inspiration, and *absorption* is characterized by full concentration, whereby time passes quickly (Hakanen, Bakker & Schaufeli, 2006). Employees who are more engaged are less likely to suffer from burnout complaints (Schaufeli & Taris, 2014). Vigour and dedication are the direct positive opposites of emotional exhaustion and cynicism in burnout, according to the two-dimensional model of Schaufeli and Bakker (2004). In addition, work engagement leads to several positive outcomes, like good physical health, positive emotions and low levels of depression. Therefore, engaged employees perform better (Schaufeli & Salanova, 2007).

The Moderating Role of Age

Job insecurity is perceived differently in any individual. Therefore it is of interest to take individual differences into account in order to consequently take measures on a personal basis. An important factor in the research of job insecurity might be age. Still little is known about who would suffer more from job insecurity than others (Cheng & Chan, 2008). Therefore, it would be useful to know the demographical variables of insecure employees and to understand the underlying psychological processes. Age is associated with both career issues (occupational mobility) and private issues related to family obligations (economic insecurity) at one’s life events. Therefore, it is expected that older employees suffer more from job insecurity than younger employees.

As mentioned above, the effect of age is expected to be stronger among older than younger employees. Older employees perceive a lower level of occupational mobility, which makes them more dependent of their current job, and this, in the end, leads to insecure feelings about their job (Kuhnert & Vance, 1992). As a matter of fact, Kuhnert and Vance (1992) found that employees with lower levels of occupational mobility reported a stronger relationship between job insecurity and well-being. Furthermore, according to Finegold, Mohrman, and Spreitzer (2002), job insecurity among older employees has more detrimental effects on organizational commitment and show higher turnover intention compared to younger employees. In addition, older employees might be more sensitive to economic insecurity, since it is assumed that they have more family obligations than younger employees. This insecurity makes them more susceptible for job insecurity as well.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

However, on the other hand is it plausible that younger employees suffer from job insecurity more than older employees. Older employees can review their job loss as an early retirement, whereas younger employees need to start building their career, get to face more obligations in life and might feel insecure about their abilities (Kuhnert & Vance, 1992). Furthermore, due to the changed job market the past few decades, more flexible and temporary contracts were introduced. Younger employees are more likely to be offered temporary contracts. This makes the future uncertain and allows young employees to experience job insecurity, which might have a great impact on their well-being.

Previous research has been carried out into the moderating role of age on the relationship between job insecurity and health and well-being. A meta-analysis of Cheng and Chan (2008) included 133 studies that analysed this moderating role of age. The analysis indicated that the negative effect of job insecurity on health and well-being was more severe among older employees than younger employees. Furthermore, the analysis stated that there was a positive association between job insecurity and turnover intention, which was stronger amongst younger employees. Nevertheless, older employees are expected to face a weaker well-being due to job insecurity to a greater extent than younger workers. Younger employees, on the other hand, leave the organization sooner when they experience job insecurity.

Taken all together, the following hypothesis is stated:

H3: Age is a moderator of the relationship between job insecurity and well-being of employees, in the sense that older employees who suffer from job insecurity might have a weakened well-being, compared to younger workers.

The Moderating Role of Openness to Experience

It is of interest to not solely gain insight into differences in age, but also into personality characteristics. Therefore, the personality trait openness to experience is examined in present research. Personality refers to enduring personal characteristics that reflects long-lasting, pervasive individual differences in emotional style, which generally affect emotional responses (Warr, 1987). According to Näswall and De Witte (2003) it is important to understand the ways in which employees interpret their environment. Every individual is unique; therefore some may react more negatively than others on stressful events (Hartley, Jacobson, Klandermans & Van Vuuren, 1990). Personality has been identified as an important factor for appraisal of stress and for adopting strategies in dealing with stress (Fleishman,

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

1984). Furthermore, it is known that individual differences in personality predict occupational behaviours (Furnham, 1994).

An employee's personality traits may serve as moderator in job insecurity. Therefore, it is important to take this into account in studying the effects of job insecurity on well-being of individuals. Openness to experience is associated with the Big Five, of which the personality traits are most popular and used in psychological research (Norman, 1963). Openness to experience captures the extent in which individuals are broad-minded, curious, imaginative and original (McCrae & Costa, 1985). Furthermore, it is one of the fundamental dimensions of personality, which are relevant for a diversity of issues such as social attitudes and career changes. Open individuals are motivated to actively seek out new and changing experiences. They are in a constant quest of unfamiliar situations (Baer & Oldham, 2006). In addition, they are more open for different opinions and new situations (Homan et al., 2008).

To the best of the author's knowledge, the moderating effect of openness to experience on the relationship between job insecurity and well-being has not been investigated yet. It is of interest to know whether openness to experience buffers the relationship between job insecurity, burnout, and work engagement, in the sense that individuals with high scores on openness to experience are more open for different opinions and unknown situations. Moreover, the importance of different personalities of employees is being studied in the sense that personality can strengthen or weaken the impact of occupational stress (Roskies, Louis-Guerin & Fournier, 1993). Näswall, Sverke and Hellgren (2005) examined the moderating role of three personality characteristics (negative affectivity, positive affectivity, and external locus of control) within 400 nurses in a hospital in Sweden. Results showed that both job insecurity and personality were related to strain. Job insecurity affects strain even after controlling for individual characteristics. The importance of understanding job insecurity lies in the underlying mechanisms and influencing factors, as many aspects could influence daily work.

Nevertheless, it is important to examine whether the personality trait openness to experience plays an important role in the relationship between job insecurity and well-being. It is assumed that employees with the personality trait openness to experience will be affected less by job insecurity, since they are motivated to new situations and open for changing experiences. Therefore, the following hypothesis is stated:

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

H4: The personality trait openness to experience is a moderator of the relationship between job insecurity and well-being, in the sense that it weakens the negative relationship between job insecurity and well-being of employees.

Present Research

The present study examines to what extent job insecurity is related to burnout and work engagement. In addition, it is examined whether the variables age and openness to experience moderate the association between job insecurity and well-being. The research model is shown in Figure 1.

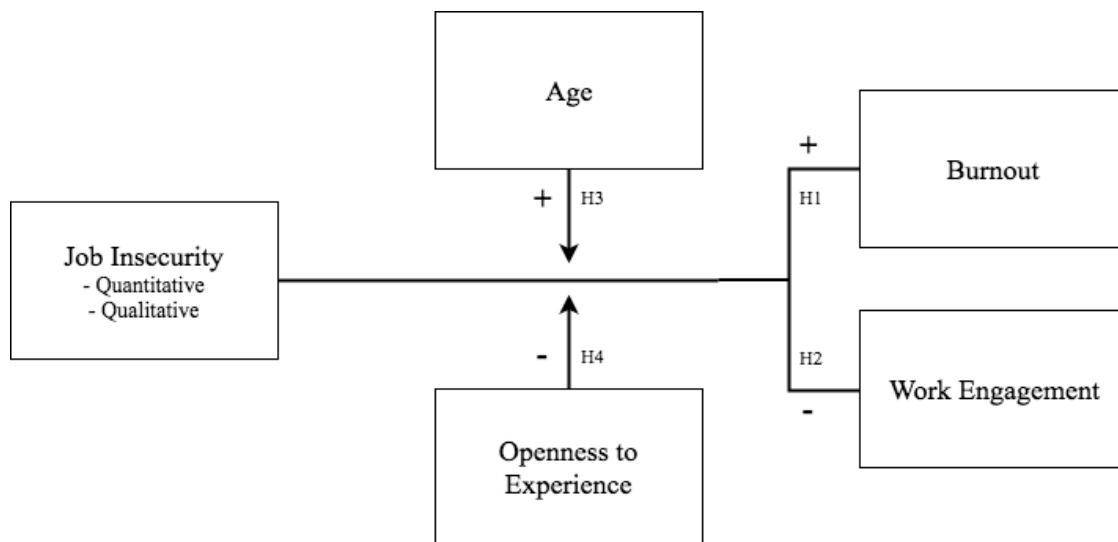


Figure 1. The model of the relationships between job insecurity, burnout, and work engagement, and the moderating roles of age and openness to experience.

Method

Participants and Procedure

Data were collected, using a cross-sectional survey design, among working adults in The Netherlands with an employment contract of at least 24 hours per week. Participants were approached online via social media channels, such as LinkedIn, Facebook and via e-mail. A large network is reached using the snowball method. On the 18th of April 2019, the link to the questionnaire was disseminated with a short message. This message emphasized the aim of the study, and the anonymity and confidentiality of the results. The questionnaire was distributed over a period of one month and a number of reminders were posted.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

In total, 342 participants responded to the survey. However, 103 people were excluded, as they did not complete the survey in full or were not working for at least 24 hours per week at the moment. In addition, only employees with permanent and temporary contracts were analysed. Therefore, the final sample consisted of 239 participants, with in total 152 women (63.6%), 87 men (36.4%). Participants had a mean age of 35.7 ($SD = 12.2$) with a minimum of 20 years and a maximum of 66 years. The participants took part in the study on a completely voluntary basis. Other demographics and employment information are shown in Table 1.

Table 1. Educational level, type of contract, and distribution of age groups of all participants.

Category	Options	% of the participants
Educational level	Preparatory Vocational Secondary Education (VMBO)	1.3
	Senior General Secondary Education (HAVO)	13.0
	Pre-University Education (VWO)	2.1
	Higher Vocational Education (HBO)	36.8
	University Degree	46.4
	Other	0.4
Type of contract	Permanent contract	74.9
	Temporary contract	25.1
Age groups	20-30 years	51.9
	30-40 years	16.3
	40-50 years	13.8
	50-60 years	15.5
	Over the age of 60	2.5

Measures

The questionnaire contained, among others, the following instruments. These are described below.

Job Insecurity. To measure the perceived job insecurity, the Job Insecurity Scale (JIS) by De Witte (2000) was used. This scale distinguishes *quantitative* from *qualitative* job insecurity. The quantitative part consists of four items, among others: “I feel insecure about the future of my job”. Participants were asked to rate these items on a 5-point Likert scale,

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

with 1 = “strongly disagree” and 5 = “strongly agree”. One of the four items was recoded. Cronbach’s α was 0.83. The qualitative part of the JIS consists of eleven items, where respondents had to indicate whether the assessed aspect would improve or worsen over time. These items related to different work situations, for example the change in salary, the working pressure, degree of autonomy in the work, and the chances of promotion. Participants needed to rate these items on a 5-point Likert scale, with 1 = “strongly deteriorate” and 5 = “strongly improve”. The total qualitative job insecurity scale was recoded. Cronbach’s α was 0.78.

Burnout. The Burnout Assessment Tool (BAT) by Schaufeli, De Witte and Desart (2019) was used to measure burnout. The BAT consists of four core subscales: exhaustion (8 items, for example: “At work, I feel mentally exhausted”), mental distance (5 items, for example: “I feel a strong aversion towards my job”), emotional impairment (5 items, for example: “At work, I feel unable to control my emotions”), and cognitive impairment (5 items, for example: “I am forgetful and distracted at work”). In addition, two secondary symptoms are assessed: psychological distress (6 items, for example: “I often get sick”) and psychosomatic complaints (5 items, for example: “I feel tense and stressed”). Participants needed to rate items on a 5-point Likert scale, with 1 = “never” and 5 = “always”. The Cronbach’s alpha’s for the above-mentioned subscales are respectively: 0.89 (exhaustion), 0.86 (mental distance), 0.84 (emotional impairment), 0.87 (cognitive impairment), 0.80 (psychological distress) and 0.69 (psychosomatic complaints). Since the BAT is a very recent questionnaire, it is interesting to carry out the factor analysis. To investigate the underlying structure of the BAT with 34 items assessing the burnout level among individuals, data collected from 239 participants were subjected to principal axis factoring with oblimin rotation. Six factors (with Eigenvalues exceeding 1) were identified as underlying the 34 questionnaire items. In total, these factors accounted for around 60% of the variance in the questionnaire data. As can be seen in Appendix 1, the majority of the items loaded on the appropriate scale. The items of the two secondary symptoms, however, did not loaded appropriately. In addition, in total five items loaded on two factors. The total score of the BAT can be used to assess the level of burnout (Schaufeli, De Witte & Desart, 2019). The Cronbach’s alpha for the total BAT was 0.94.

Work Engagement. The shortened version of the Utrecht Work Engagement Scale (UWES-9) by Schaufeli, Bakker and Salanova (2006) was used in order to measure the amount of work engagement within participants. Cronbach’s alpha for this scale was 0.92. This scale consists of nine items in total, subdivided into three subcategories: vigour, dedication and absorption. Examples of the items are: “When I get up in the morning, I feel

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

like going to work” (vigour), “I am proud on the work that I do” (dedication), and “I get carried away when I’m working” (absorption). The items were rated on a 7-point Likert scale, with 0 = “never” and 6 = “always”.

Big Five. A shortened version of the Big Five, developed by Van Emmerik, Jawahar and Stone (2004), was used to measure personality traits. Participants needed to rate 15 items in total on a 7-point Likert scale from 1 (“not applicable”) to 7 (“in full application”). The present study only used the three items of Openness to experience, namely “Very creative”, “Finding new solutions”, and “Imaginative”. Cronbach’s alpha for the items of openness to experience was 0.74.

Statistical Analysis

The data were analysed using *Statistical Program for Social Sciences (SPSS)* version 26. Assumptions regarding outliers, multicollinearity, linearity, and homoscedasticity were checked beforehand. This was supported for all variables. For testing the hypotheses, multiple regression analyses were conducted. To test the two moderation effects, PROCESS macro for moderation by Hayes (2017) was used.

Results

Preliminary Analyses

The means (M), standard deviations (SD), and the inter-correlations (r) of all variables are shown in Table 2. As can be derived from this table, quantitative job insecurity and qualitative job insecurity are low correlated with each other, which is an interesting result as both are incorporated in one measure, namely the Job Insecurity Scale. Quantitative job insecurity correlated positively with burnout, and negatively with work engagement. In addition, qualitative job insecurity correlated negatively with work engagement. Furthermore, significant correlations are found for the moderator openness to experience with qualitative job insecurity and work engagement. This is that individuals with high scores on openness to experience and perceive high qualitative job insecurity, experience higher levels of work engagement.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Table 2. Means (M), standard deviations (SD), and correlations (*r*) of all variables.

	M	SD	2	3	4	5	6
1. Quantitative job insecurity	1.78	0.88	.17**	.30**	-.25**	.02	.07
2. Qualitative job insecurity	2.68	0.38		.06	-.31**	-.13*	.37**
3. Burnout	1.79	0.50			-.49**	-.09	-.06
4. Work Engagement	5.12	0.95				.33**	-.04
5. Openness to Experience	5.33	0.81					.11
6. Age	35.69	12.18					

Note: ** significant when $p < .01$, * significant when $p < .05$.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Regression Analyses

Multiple regression analyses were conducted in order to examine the relationship between quantitative and qualitative job insecurity, age, openness to experience, burnout, and work engagement. Results are shown in Table 3.

In *H1* it was expected that job insecurity was positively related to burnout. The main effects were jointly significant for 10.6% of the variance ($F(4,232) = 6.85, p < .01$). Only quantitative job insecurity was a significant predictor for burnout ($\beta = .30, p < .01$). Therefore, the first hypothesis is partly confirmed.

H2 predicted that job insecurity was negatively related to work engagement. The main effects were jointly significant for 23.0% of the variance ($F(4,232) = 17.29, p < .01$). Quantitative job insecurity ($\beta = -.22, p < .01$) as well as qualitative job insecurity ($\beta = -.24, p < .01$) were both significant predictors for work engagement. Therefore, the second hypothesis has also been validated.

A significant effect for openness to experience is found on work engagement ($\beta = .30, p < .01$), when analysing the direct effects between all variables. This indicates that people with the personality trait openness to experience encounter more work engagement. However, no other significant effects were found for individual differences, like age and openness to experience, on burnout. Furthermore, no significant effect for age was found on work engagement.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Table 3. Unstandardized (B) and standardised (β) regression coefficients, and standard error (SE) for all predictors of job insecurity.

	<u>Burnout</u>			<u>Work Engagement</u>		
	B	SE	β	B	SE	β
Age	-.00	.00	-.08	.00	.00	.03
Openness to Experience	-.05	.04	-.09	.36	.07	.30**
Quantitative job insecurity	.17	.04	.30**	-.23	.06	-.22**
Qualitative job insecurity	.03	.09	.03	-.61	.16	-.24**

Note: ** significant when $p < .01$, * significant when $p < .05$.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Moderation Analyses

A moderation analysis, using PROCESS macro for moderation by Hayes (2017), was conducted to examine the moderation effects of both age and openness to experience on the relationship between job insecurity, burnout, and work engagement. The interaction effects are shown in Table 4. For each interaction effect a separate analysis has been carried out.

Age. It was predicted that the negative relationship between job insecurity and well-being is more present among older employees, compared to their younger counterparts. First the moderation analysis was conducted for quantitative job insecurity and burnout. No significant interaction effect was found for the relationship between quantitative job insecurity and burnout, with age as a moderator ($\beta = .002$, R^2 -change = .002, $F(1,235) = .63$, $p = .43$). The moderation effect of age was conducted for qualitative job insecurity on burnout as well. However, no significant interaction effect was found ($\beta = .003$, R^2 -change = .001, $F(1,233) = .13$, $p = .71$). Secondly, the moderation analysis was carried out for quantitative job insecurity on work engagement, with age as a moderator. There was no significant interaction found ($\beta = .00$, R^2 -change = .00, $F(1,235) = .002$, $p = .97$). This effect was also conducted for qualitative job insecurity, which was not significant either ($\beta = -.02$, R^2 -change = .01, $F(1,233) = 2.54$, $p = .11$). All in all, *H3* is not supported and is therefore rejected.

Table 4. Moderation analyses of age and openness to experience on the relationships between quantitative and qualitative job insecurity, burnout and work engagement.

	<u>Burnout</u>		<u>Work Engagement</u>	
	β	R^2 -change	β	R^2 -change
Quantitative Job insecurity	.002	.002	.000	.000
x Age				
Qualitative job insecurity	.003	.001	-.021	.010
x Age				
Quantitative job insecurity	.006	.000	.123	.010
x Openness to Experience				
Qualitative job insecurity	-.194	.016	.526**	.033
x Openness to Experience				

Note: ** significant when $p < .01$, * significant when $p < .05$.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Openness to Experience. In *H4* it was expected that employees with a high score on openness to experience, job insecurity is perceived less negative for their well-being. First, the moderation effect of openness to experience was conducted for quantitative job insecurity and burnout. No significant effect was found ($\beta = .006$, R^2 -change = .000, $F(1,235) = .02$, $p = .88$). The same effect was conducted for the qualitative dimension of job insecurity, which was, however, not significant ($\beta = -.19$, R^2 -change = .02, $F(1,233) = 3.80$, $p = .052$). Second, the moderation effect of openness to experience is conducted in the relation between quantitative job insecurity, and work engagement. No significant effect was found for this moderation ($\beta = .12$, R^2 -change = .01, $F(1,235) = 2.84$, $p = .09$). On the other hand, the relationship between qualitative job insecurity and work engagement is examined, with openness to experience as a moderator. A significant effect was found for this moderation ($\beta = .53$, R^2 -change = .03, $F(1,233) = 9.68$, $p < .01$). This interaction showed that individuals with a high score on openness to experience have a weakened negative relationship between qualitative job insecurity and work engagement. The interaction effect of qualitative job insecurity and openness to experience on work engagement is shown in Figure 2. Altogether, *H4* is partly confirmed, in the sense that openness to experience is a significant moderator for qualitative job insecurity and work engagement.

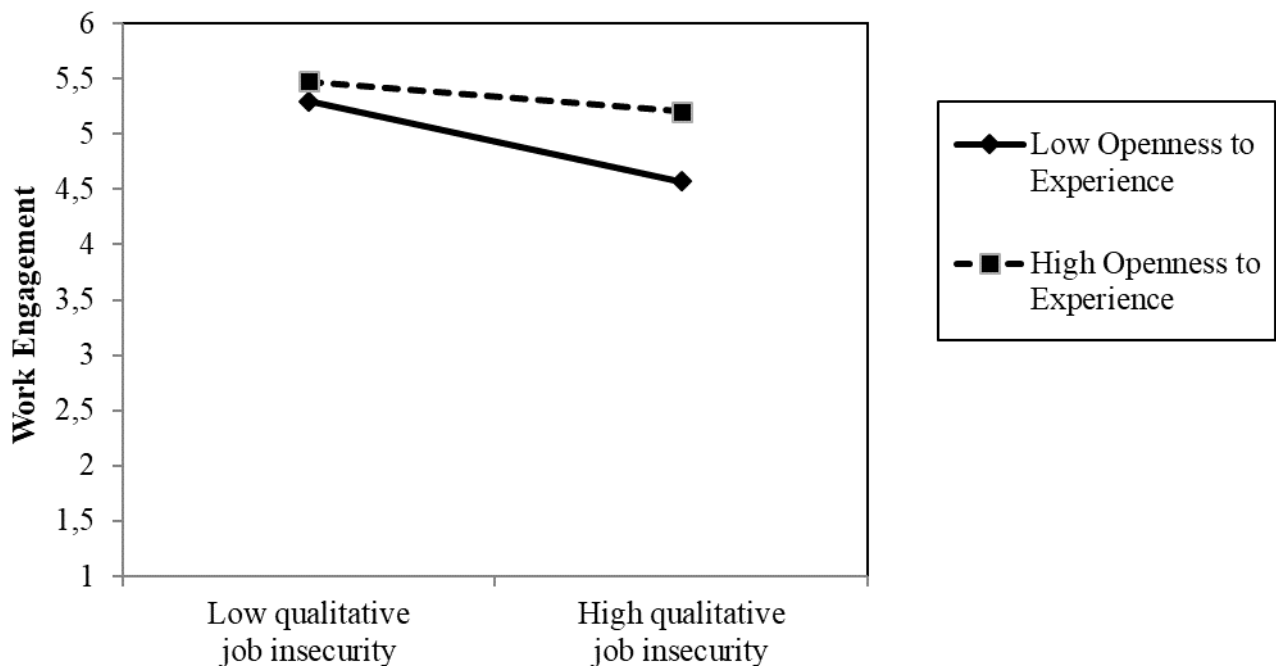


Figure 2. Interaction effect between qualitative job insecurity and openness to experience on work engagement.

Discussion

The purpose of present study was to examine whether both age and openness to experience moderated the relationship between job insecurity, burnout, and work engagement. It was expected that job insecurity correlated positively with burnout, and negatively with work engagement. Furthermore, expected was that older employees who suffer from job insecurity, might have had a weaker well-being, compared to younger employees. Finally, it was expected that individuals with a high score on openness to experience had a weakened negative relationship between job insecurity and well-being. This was tested in a sample of 239 employees in The Netherlands. The empirical findings of this study are discussed in the following paragraphs.

Job Insecurity, Burnout, and Work Engagement

In the first hypothesis it was tested whether job insecurity had a positive effect on burnout. This is partly confirmed, since the results from the analysis showed that only quantitative job insecurity had a significant effect on burnout, whereas qualitative job insecurity showed no effect. Hence, individuals with high scores on quantitative job insecurity are more likely to experience burnout. This is congruent with a study from Dekker and Schaufeli (1995) who reported that quantitative job insecurity led to higher levels of exhaustion and burnout. The reason that only quantitative job insecurity is significant may lie in the fact that this is due to concerns about the future existence of the job itself and hence symptoms of stress, whereas qualitative job insecurity is about dissatisfaction of the working conditions itself (Hellgren, Sverke and Isaksson, 1999). It might be that this dissatisfaction is less relevant to exhaustion and hence burnout.

The second hypothesis tested whether job insecurity was negatively correlated with work engagement. The results from the analysis showed that both quantitative and qualitative job insecurity correlated negatively with work engagement. Hence, individuals with high scores on both quantitative and qualitative job insecurity are more likely to experience less work engagement. This is in line with the study of Stander and Rothmann (2010), since their results showed that job insecurity correlated negatively with work engagement. The effect of qualitative job insecurity on work engagement is stronger than the quantitative dimension. This means that uncertainty about valued aspects of the job, such as interactions with colleagues and other working conditions, play an important role in reducing work engagement of employees.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

The Moderating Role of Age

In addition, it was predicted that age was a moderator of the relationship between job insecurity, burnout, and work engagement, in the sense that older employees who suffer from job insecurity might have higher burnout complaints and experience lower work engagement, compared to younger employees. Contrary to this expectation, it appeared that age had no effect on the relationship between job insecurity, burnout, and work engagement in present research. An explanation for the absence of an effect could be that there were not enough older employees in this sample included. As follows, the mean age of the participants in this study was 35 years old. As can be derived from Table 1, among 51 percent of the participants were between 20 and 30 years of age. A smaller number, namely 18 percent, were at the age of 50 or older. This could be an explanation why no effect was found for age, since a greater effect was expected among older employees. Another explanation could be that earlier research into the effect of age has been done outside the Netherlands. The study of Cheng and Chan (2008), who indicated that older employees suffered more from the negative effects of job insecurity, has included English studies only. Present study consisted of a sample with solely Dutch employees. In the Netherlands there is a social security system. This public system is used to help individuals who get into financial difficulties, due to uncertain circumstances such as no work and hence no income. Based on the above, future research should include age as a moderator, to extend the research of the effect of age in the Netherlands. Moreover, future research should cover more different age groups in order to gain a broader understanding of the impact of these different age groups, and should take different socio-legal contexts into account.

The Moderating Role of Openness to Experience

The final prediction was that openness to experience was a moderator of the relationship between job insecurity, burnout, and work engagement. That is, high scores on the personality trait openness to experience might compensate the positive relationship between job insecurity and burnout, and compensate the negative relationship between job insecurity and work engagement. This expectation was confirmed for qualitative job insecurity with openness to experience as moderator, on work engagement. This means that individuals with a high score on openness to experience have a weakened negative relationship between qualitative job insecurity and work engagement. In other words, high scores on openness to experience ensure that individuals experience more engagement in their work, despite high levels of qualitative job insecurity. An explanation for the absence of the effects of both quantitative and qualitative job insecurity on burnout, with openness to

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

experience as moderator, might be that individuals with the trait openness to experience have higher scores on work engagement and for this reason no effect on burnout is found. The absence of an effect of quantitative job insecurity on work engagement, with openness to experience as moderator, might be that the quantitative dimension focuses particularly on stress symptoms. These stress symptoms can be related to burnout complaints more than to work engagement. Furthermore, the absence of an effect could be that quantitative job insecurity focuses on losing the job itself, whereas nowadays especially young employees are less afraid of losing their jobs. The majority of the participants in the present study (51%) is between the age of 20 and 30 years. This young target group might attach more value to aspects of the job itself. These aspects could be related to salary, interaction with colleagues and the degree of autonomy in the work. It might be uncertain for them whether they will find the same aspects with another employer. Finally, the absence of effects of this moderator may lie in the fact that only three items measured the amount of openness to experience in the questionnaire. It would be beneficial if future research uses a more extensive questionnaire that examines the personality trait openness to experience. Possible effects could then be found more easily.

Limitations and Future Research

A number of factors limited the results in present study. First of all, this study used snowball sampling in order to obtain participants. This is a technique where existing study subjects recruit future subjects from among their acquaintances. For this reason, it can be explained why a large number of participants (around 46%) has a University Degree. This does not represent the Dutch population as a whole and has therefore limitations for the generalizability of the study. Future research should focus on randomly sampling methods and an equal distribution of educational levels in order to get a more generalized impression of society.

Secondly, the present study made use of a cross-sectional design. This design limits the detection of causal relationships between the variables used in current research (Taris & Kompier, 2006). Reverse causality can therefore be a problem. Future research could be carried out longitudinally, in order to give a better indication of the direction of the relationships and examine reversed causality.

Another limitation of present study is that almost 75% of the participants had a permanent contract, which is the majority. However, De Witte (2005) indicates that employees with temporary contracts are more vulnerable to job insecurity. In present research, only 25% of the participants had a temporary contract. This might not be sufficient

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

to draw conclusions. It is therefore possible that some associations were not found in this study. It is advisable for future research to focus on including more participants with temporary contracts, in order to expand the results.

A final limitation is that present research used the shortened version of the Big Five questionnaire to measure the levels of openness to experience one possesses. Only three items measured the amount of openness to experience in this shortened version. Therefore it is possible that an accurate image may not be provided of the degree of openness to experience. It would be beneficial, in future research, to expand the examination of openness to experience. This is, to create a broader view what impact this personality trait might have. Further, it would be useful to investigate several personality traits, in order to gain an overall idea of who suffers more from job insecurity, since still little is known.

Theoretical and Practical Implications

This study contributes to the existing literature regarding the positive effect of job insecurity on burnout. In previous research it has been found that individuals who experience job insecurity, report higher levels of exhaustion and hence burnout (De Witte, Pienaar & De Cuyper, 2016). More importantly, the present study extended the research of the effect of job insecurity on work engagement, as less research has been conducted into this relationship. Previous research confirmed the negative effect of job insecurity on work engagement (Stander & Rothmann, 2010). The relationships between job insecurity, burnout, and work engagement are (partly) confirmed in present research, as only qualitative job insecurity has had no effect on burnout.

Another contribution of this study is that it shows a partly significant moderating effect of the personality trait openness to experience on the relationship between qualitative job insecurity and work engagement. This emphasizes the importance of taking individual differences into account in research in the field of job insecurity. However, the relationships between job insecurity, burnout, and work engagement should be further explored in order to better understand how openness to experience is associated with these variables.

The results of this study suggest that it is important for organizations to take individual differences into account when employees experience job insecurity. Individuals with lower scores on the personality trait openness to experience might suffer more from qualitative job insecurity, in the sense that they experience less work engagement. Furthermore, organizations could start with recognizing what the effects are of offering ever more flexible contracts, since previous research showed that employees with temporary contracts are more vulnerable to job insecurity (De Witte, 2005). Future research could be extended by studying

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

individual differences among a greater group of participants with a temporary contract. In addition, although the present study showed no effect for age, future research should examine the effects of different age groups in more detail. It would be beneficial for organizations to know who is more vulnerable for job insecurity in order to deal with its' negative consequences for both the employee and the organization. Research shows that job insecurity leads to lower levels of job involvement, decreased organizational commitment, and premature turnover since employees with temporary contracts leave the organization earlier than employees with permanent contracts (Kuhnert & Palmer, 1991; Sverke, Hellgren & Näswall, 2002). Organizations could gain more knowledge on individual differences in reaction to job insecurity, which may make it easier for organizations to understand and help support job insecure employees.

Conclusion

The present study contributes to knowledge regarding the positive effect of job insecurity on burnout, and negative effect on work engagement. Furthermore, high scores on openness to experience weaken the negative effect of qualitative job insecurity on work engagement. This information may help organizations to focus on individual differences in investigating the effects of job insecurity on well-being of employees. Although job insecurity cannot be avoided nowadays, organizations can learn how to deal with its' consequences for the employee.

References

- Baer, M., & Oldham, G. R. (2006). The curvilinear relation between experienced creative time pressure and creativity: Moderating effects of openness to experience and support for creativity. *Journal of Applied Psychology, 91*(4), 963-970.
- Cheng, G. H. L., & Chan, D. K. S. (2008). Who suffers more from job insecurity? A meta-analytic review. *Applied Psychology, 57*(2), 272-303.
- Davy, J. A., Kinicki, A. J., & Scheck, C. L. (1997). A test of job security's direct and mediated effects on withdrawal cognitions. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior, 18*(4), 323-349.
- De Witte, H. (2000). Arbeidsethos en jobonzekerheid: Meting en gevolgen voor welzijn, tevredenheid en inzet op het werk [Work ethic and job insecurity: Assessment and consequences for wellbeing, satisfaction and performance at work]. In R. Bouwen, K. De Witte, H. De Witte, & T. Taillieu (Eds.), *Van groep naar gemeenschap [From group to community]*. Liber Amicorum Prof. Dr. Leo Lagrou (pp. 325-350). Leuven, Belgium: Garant.
- De Witte, H. (2005). Job insecurity: Review of the international literature on definitions, prevalence, antecedents and consequences. *SA Journal of Industrial Psychology, 31*(4), 1-6.
- De Witte, H., Pienaar, J., & De Cuyper, N. (2016). Review of 30 years of longitudinal studies on the association between job insecurity and health and well-being: Is there causal evidence? *Australian Psychologist, 51*(1), 18-31.
- Dekker, S. W., & Schaufeli, W. B. (1995). The effects of job insecurity on psychological health and withdrawal: A longitudinal study. *Australian psychologist, 30*(1), 57-63.
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied psychology, 86*(3), 499-512.
- Desart, S., Schaufeli, W. B., & De Witte, H. (2017). Op zoek naar een nieuwe definitie van burn-out. *Tijdschrift van het Steunpunt Werk, 1/2017*, 90-91.
- Finegold, D., Mohrman, S., & Spreitzer, G.M. (2002). Age effects on the predictors of technical workers' commitment and willingness to turnover. *Journal of Organizational Behavior, 23*(5), 655-674.
- Fleishman, J. A. (1984). Personality characteristics and coping patterns. *Journal of health and social behavior, 25*(2), 229-244.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

- Furnham, A. (1994). A content, correlational and factor analytic study of four tolerance of ambiguity questionnaires. *Personality and Individual Differences, 16*(3), 403-410.
- Grant, A. M., & Parker, S. K. (2009). 7 redesigning work design theories: The rise of relational and proactive perspectives. *The Academy of Management Annals, 3*(1), 317-375.
- Greenhalgh, L., & Rosenblatt, Z. (1984). Job insecurity: Toward conceptual clarity. *Academy of Management review, 9*(3), 438-448.
- Hakanen, J. J., Bakker, A. B., & Schaufeli, W. B. (2006). Burnout and work engagement among teachers. *Journal of school psychology, 43*(6), 495-513.
- Hartley, J., Jacobson, D., Klandermans, B., & Van Vuuren, T. (1990). *Job insecurity: Coping with jobs at risk*. Sage Publications Ltd.
- Hellgren, J., Sverke, M., & Isaksson, K. (1999). A two-dimensional approach to job insecurity: Consequences for employee attitudes and well-being. *European Journal of Work and Organizational Psychology, 8*(2), 179-195.
- Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., Knippenberg, D. V., Ilgen, D. R., & Van Kleef, G. A. (2008). Facing differences with an open mind: Openness to experience, salience of intragroup differences, and performance of diverse work groups. *Academy of Management Journal, 51*(6), 1204-1222.
- Jahoda, G. (1982). *Psychology and anthropology: A psychological perspective*. London: Academic Press.
- Keim, A. C., Landis, R. S., Pierce, C. A., & Earnest, D. R. (2014). Why do employees worry about their jobs? A meta-analytic review of predictors of job insecurity. *Journal of Occupational Health Psychology, 19*(3), 269-290.
- Kuhnert, K. W., & Palmer, D. R. (1991). Job security, health, and the intrinsic and extrinsic characteristics of work. *Group & Organization Studies, 16*(2), 178-192.
- Kuhnert, K. W., & Vance, R. J. (1992). Job insecurity and moderators of the relation between job insecurity and employee adjustment. *Stress and well-being at work: Assessments and interventions for occupational mental health, 48-63*.
- Landsbergis, P. A., Grzywacz, J. G., & Lamontagne, A. D. (2014). Work organization, job insecurity, and occupational health disparities. *American journal of industrial medicine, 57*(5), 495-515.
- McCrae, R. R., & Costa Jr, P. T. (1985). Openness to experience. *Perspectives in personality, 1*, 145-172.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

- Näswall, K., & De Witte, H. (2003). Who feels insecure in Europe? Predicting job insecurity from background variables. *Economic and industrial democracy*, 24(2), 189-215.
- Näswall, K., Sverke, M., & Hellgren, J. (2005). The moderating role of personality characteristics on the relationship between job insecurity and strain. *Work & Stress*, 19(1), 37-49.
- Norman, W. T. (1963). Toward an adequate taxonomy of personality attributes: Replicated factor structure in peer nomination personality ratings. *The Journal of Abnormal and Social Psychology*, 66(6), 574-583.
- Roskies, E., Louis-Guerin, C., & Fournier, C. (1993). Coping with job insecurity: How does personality make a difference? *Journal of organizational behavior*, 14(7), 617-630.
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, 25(3), 293-315.
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and psychological measurement*, 66(4), 701-716.
- Schaufeli, W.B., De Witte, H. & Desart, S. (2019). Handleiding Burnout Assessment Tool (BAT). KU Leuven, België: Intern rapport.
- Schaufeli, W., & Salanova, M. (2007). Work engagement. *Managing social and ethical issues in organizations*, 135, 177.
- Schaufeli, W. B., Salanova, M., González-Romá, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness studies*, 3(1), 71-92.
- Schaufeli, W. B., & Taris, T. W. (2014). A critical review of the job demands-resources model: Implications for improving work and health. In *Bridging occupational, organizational and public health*(pp. 43-68). Springer, Dordrecht.
- Stander, M. W., & Rothmann, S. (2010). Psychological empowerment, job insecurity and employee engagement. *SA Journal of Industrial Psychology*, 36(1), 1-8.
- Sverke, M., Hellgren, J., & Näswall, K. (2002). No security: A meta-analysis and review of job insecurity and its consequences. *Journal of occupational health psychology*, 7(3), 242-264.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

- Taris, T. W., & Kompier, M. A. (2006). Games researchers play: Extreme groups analysis and mediation analysis in longitudinal occupational health research. *Scand J Work Environ Health, 32*(6), 463-472.
- Tilakdharee, N., Ramidial, S., & Parumasur, S. B. (2010). The relationship between job insecurity and burnout. *South African Journal of Economic and Management Sciences, 13*(3), 254-271.
- Van Emmerik, I. J. H., Jawahar, I. M., & Stone, T. H. (2004). The relationship between personality and discretionary helping behaviours. *Psychological Reports, 95*(1), 355-365.
- Warr, P. (1987). *Work, unemployment, and mental health*. Oxford University Press.
- Witte, H. D. (1999). Job insecurity and psychological well-being: Review of the literature and exploration of some unresolved issues. *European Journal of work and Organizational psychology, 8*(2), 155-177.

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Appendix

A. Factor analysis of the Burnout Assessment Tool.

Item	Component					
	1 (exhaustion)	2 (mental distance)	3 (emotional impairment)	4 (cognitive impairment)	5 (psychological distress)	6 (psychosomatic complaints)
Op het werk voel ik me lichamelijk uitgeput	.819					
Op het einde van de werkdag voel ik me mentaal uitgeput en leeg	.801					
Ik raak maar niet uitgerust nadat ik gewerkt heb	.740					
Als ik me inspan op het werk, dan word ik snel moe	.669					
Op het werk voel ik me geestelijk uitgeput	.651					
Als ik 's morgens opsta, mis ik de energie om aan de werkdag te beginnen	.605					
<i>Alles wat ik doe op mijn werk, kost mij moeite</i>	.529					.416
Ik kan geen belangstelling en enthousiasme opbrengen voor mijn werk		.714				
Ik voel een sterke weerzin tegen mijn werk		.678				
Op mijn werk denk ik niet veel na en functioneer ik op automatische piloot		.666				
Mijn werk laat mij onverschillig		.656				

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

Ik ben cynisch over wat mijn werk voor anderen betekent		.582	
<i>Ik wil wel actief zijn op het werk, maar het lukt mij niet</i>	.383	.383	
Op mijn werk kan ik onbedoeld te sterk emotioneel reageren		.841	
Ik herken mezelf niet in de wijze waarop ik emotioneel reageer op mijn werk		.767	
Op mijn werk heb ik het gevoel geen controle te hebben over mijn emoties		.736	
Ik word kwaad of verdrietig op mijn werk zonder goed te weten waarom		.700	
Tijdens mijn werk raak ik snel geïrriteerd als de dingen niet lopen zoals ik dat wil		.670	
Als ik aan het werk ben, kan ik me moeilijk concentreren		-.816	
Op het werk kan ik er mijn aandacht moeilijk bijhouden		-.754	
Ik ben vergeetachtig en verstrooid tijdens mijn werk		-.727	
Tijdens mijn werk heb ik moeite om helder na te denken		-.696	
Ik maak fouten in mijn werk omdat ik er met mijn hoofd 'niet goed bij ben'		-.643	
Ik heb moeite met drukte en/of lawaai		-.386	
Ik heb last van pijnlijke spieren, bijvoorbeeld in de nek, schouder of rug		.719	
Ik heb last van hoofdpijn		.662	
<i>Ik heb last van hartkloppingen of pijn in de borststreek</i>		.623	.351
Ik heb last van maag- en/of darmklachten		.607	
Ik heb de neiging om te piekeren		.600	
Ik heb problemen met inslapen of doorslapen		.547	
<i>Ik voel mij opgejaagd en gespannen</i>	.393	.525	
<i>Ik voel me angstig en/of heb last van paniekaanvallen</i>		.407	.376
Mijn gewicht schommelt zonder dat ik op dieet ben		.406	
Ik word snel ziek			.575

Note: Marked in italics means the item loaded on two factors.

B. Questionnaire

Informed Consent

Beste deelnemer,

Voor een wetenschappelijk onderzoek van de Universiteit Utrecht willen wij graag inzicht krijgen in de relatie tussen baan(on)zekerheid en psychologisch welbevinden. Hiervoor is het van belang dat u werkzaam bent en een contract van minimaal 24 uur per week heeft op het moment van het invullen van de vragenlijst.

Het invullen van de vragenlijst kost 10 tot 15 minuten, afhankelijk van de snelheid waarmee u de vragen beantwoordt. Probeer niet te lang na te denken bij het invullen van de vragen, de eerste indruk is vaak het beste. Bovendien bestaan er geen goede of foute antwoorden. **Let op:** voor het slagen van het onderzoek is het van belang dat u alle vragen invult. Maak bij twijfel alstublieft toch een keuze. Wanneer u de vragenlijst heeft ingevuld, is het noodzakelijk om op het zwarte pijltje te drukken om de vragenlijst te verzenden.

De informatie die u verstrekt, zal geheel anoniem en strikt vertrouwelijk behandeld worden. Dit betekent dat de resultaten alleen verwerkt worden door de Universiteit Utrecht. Uw deelname is vrijwillig en u bent vrij om op elk gewenst moment te stoppen met het onderzoek.

Mocht u vragen of opmerkingen hebben over het onderzoek, dan kunt u contact opnemen met Esmée Nellestijn (e.nellestijn@students.uu.nl), één van de onderzoekers.

Alvast bedankt voor uw medewerking!

Indien u de introductie heeft gelezen en mee wilt doen aan dit onderzoek, klik dan onderstaand op 'Ik ga akkoord' om door te gaan met het onderzoek.

“Ik ga akkoord”

Demografische gegevens

We starten met enkele algemene vragen over uzelf en uw werk.

- | | |
|---|--|
| 1. Wat is uw geslacht? | Man
Vrouw
Anders of zeg ik liever niet |
| 2. Wat is uw leeftijd? <i>In jaren.</i> | ... |
| 3. Wat is de hoogst genoten opleiding die u heeft afgerond? | Lagere school
MAVO, LBO, VMBO
HAVO, MBO
VWO
HBO
Universiteit
Anders, namelijk ... |
| 4. Binnen welke organisatiesector bent u werkzaam? | Landbouw, bosbouw en visserij
Industrie
Bouwnijverheid
Groot- en detailhandel
Vervoer en opslag
Informatie en communicatie
Financiële activiteiten en verzekeringen
Vrije beroepen en wetenschappelijke activiteiten
Administratieve en ondersteunende dienstverlening
Openbaar bestuur en defensie
Onderwijs
Gezondheids- en welzijnszorg
Kunst, amusement en recreatie
Overige dienstverlening
Anders, namelijk... |
| 5. Heeft u een leidinggevende functie? | Ja
Nee |

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

6. Hoeveel jaar bent u werkzaam bij uw huidige werkgever? *In jaren.* ...
7. Wat is uw functie? ...
8. Wat voor een dienstverband heeft u? Ik heb een vast dienstverband
Ik heb een tijdelijk dienstverband
Ik werk als zelfstandige zonder personeel
Ik heb een eigen bedrijf met personeel
Anders, namelijk ...
9. Hoeveel uur per week werkt u formeel aan de hand van uw arbeidscontract? Indien dit niet van toepassing is, kunt u het volgende invullen: nvt ...

Baanonzekerheid (JIS kwantitatief)

Baan(on)zekerheid

De volgende uitspraken gaan over uw (on)zekerheid over uw baan. Kies bij iedere stelling het antwoord dat op u van toepassing is.

Antwoordschalen:

- 1 = helemaal mee oneens;
- 2 = mee oneens;
- 3 = deels mee eens; deels mee oneens;
- 4 = mee eens;
- 5 = helemaal mee eens.

1. De kans bestaat dat ik binnenkort mijn baan verlies
2. Ik weet zeker dat ik deze baan kan behouden
3. Ik voel me onzeker over de toekomst van mijn baan
4. Ik denk dat ik mijn baan zal verliezen in de nabije toekomst

Baanonzekerheid (JIS kwalitatief)

Geef voor de volgende items aan wat de kans is dat het beoordeelde aspect zal verbeteren of verslechteren in de toekomst.

Let op: als u geen leidinggevende, collega's etc. hebt, vul hier dan niks in.

Antwoordschalen:

- 1 = sterk verslechteren;
- 2 = verslechteren;
- 3 = niet veranderen;
- 4 = verbeteren;
- 5 = sterk verbeteren.

1. Uw loon
2. Uw werkzekerheid
3. De mate waarin u uw deskundigheid kan gebruiken in uw werk
4. De inhoud van uw baan
5. De omgang met uw directe leidinggevende
6. De omgang met uw collega's
7. Uw promotiekansen
8. De mate van autonomie in uw werk
9. De werkdruk
10. De werkuren
11. De fysieke werkomstandigheden

Persoonlijkheid (Big Five)

Persoonlijke voorkeuren

De volgende vragen hebben betrekking op uw persoonlijke voorkeuren. Wilt u het antwoord kiezen dat het beste omschrijft hoe u zich over het algemeen voelt of zich gedraagt?

Antwoordschalen:

0 = helemaal niet van toepassing;

1 = niet van toepassing;

2 = matig van toepassing;

3 = neutraal;

4 = enigszins van toepassing;

5 = van toepassing;

6 = helemaal van toepassing.

1. Heel creatief
2. Vinden van nieuwe oplossingen
3. Vindingrijk
4. Ordelijk
5. Georganiseerd
6. Nauwkeurig
7. Verlegen
8. Bedeesd in het gezelschap van anderen
9. Stil in het bijzijn van anderen
10. Humeuriger dan anderen
11. Stemmingen gaan erg op en neer
12. Prikkelbaarder dan anderen
13. Aardig tegen anderen
14. Zachtaardig
15. Sympathiek

Bevlogenheid (UWES-9)

Welbevinden (1)

De volgende uitspraken gaan over de manier waarop u uw werk beleeft en hoe u zich daarbij voelt. Wilt u aangeven hoe vaak iedere uitspraak op u van toepassing is door steeds het best passende antwoord te kiezen?

Antwoordschalen:

0 = nooit;

1 = bijna nooit (een paar keer per jaar of minder);

2 = af en toe (eens per maand of minder);

3 = regelmatig (een paar keer per maand);

4 = dikwijls (eens per week);

5 = zeer dikwijls (een paar keer per week);

6 = altijd (elke dag).

1. Op mijn werk bruis ik van energie
2. Als ik werk voel ik me fit en sterk
3. Ik ben enthousiast over mijn baan
4. Mijn werk inspireert mij
5. Als ik 's morgens opsta heb ik zin om aan het werk te gaan
6. Wanneer ik heel intensief aan het werk ben, voel ik mij gelukkig
7. Ik ben trots op het werk dat ik doe
8. Ik ga helemaal op in mijn werk
9. Mijn werk brengt mij in vervoering

Burnout (BAT)

Welbevinden (2)

De volgende uitspraken gaan over de manier waarop u uw werk beleeft en hoe u zich daarbij voelt. Wilt u aangeven hoe vaak iedere uitspraak op u van toepassing is door steeds het beste antwoord te kiezen.

Antwoordschalen:

1 = nooit;

2 = zelden;

3 = soms;

4 = vaak;

5 = altijd.

1. Op het werk voel ik me geestelijk uitgeput
2. Alles wat ik doe op mijn werk, kost mij moeite
3. Ik raak maar niet uitgerust nadat ik gewerkt heb
4. Op het werk voel ik me lichamelijk uitgeput
5. Als ik 's morgens opsta, mis ik de energie om aan de werkdag te beginnen
6. Ik wil wel actief zijn op het werk, maar het lukt mij niet
7. Als ik me inspan op het werk, dan word ik snel moe
8. Op het einde van de werkdag voel ik me mentaal uitgeput en leeg
9. Ik kan geen belangstelling en enthousiasme opbrengen voor mijn werk
10. Op mijn werk denk ik niet veel na en functioneer ik op automatische piloot
11. Ik voel een sterke weerzin tegen mijn werk
12. Mijn werk laat mij onverschillig
13. Ik ben cynisch over wat mijn werk voor anderen betekent
14. Op mijn werk heb ik het gevoel geen controle te hebben over mijn emoties
15. Ik herken mezelf niet in de wijze waarop ik emotioneel reageer op mijn werk
16. Tijdens mijn werk raak ik snel geïrriteerd als de dingen niet lopen zoals ik dat wil
17. Ik word kwaad of verdrietig op mijn werk zonder goed te weten waarom
18. Op mijn werk kan ik onbedoeld te sterk emotioneel reageren
19. Op het werk kan ik er mijn aandacht moeilijk bijhouden

JOB INSECURITY, BURNOUT, WORK ENGAGEMENT, AGE, OPENNESS TO EXPERIENCE

20. Tijdens mijn werk heb ik moeite om helder na te denken
21. Ik ben vergeetachtig en verstrooid tijdens mijn werk
22. Als ik aan het werk ben, kan ik me moeilijk concentreren
23. Ik maak fouten in mijn werk omdat ik er met mijn hoofd 'niet goed bij ben'
24. Mijn gewicht schommelt zonder dat ik op dieet ben
25. Ik heb problemen met inslapen of doorslapen
26. Ik heb de neiging om te piekeren
27. Ik voel mij opgejaagd en gespannen
28. Ik voel me angstig en/of heb last van paniekaanvallen
29. Ik heb moeite met drukte en/of lawaai
30. Ik heb last van hartkloppingen of pijn in de borststreek
31. Ik heb last van maag- en/of darmklachten
32. Ik heb last van hoofdpijn
33. Ik heb last van pijnlijke spieren, bijvoorbeeld in de nek, schouder of rug
34. Ik word snel ziek

Einde vragenlijst

Einde van de vragenlijst

Mocht u nog vragen, opmerkingen of verbeteringen hebben omtrent ons onderzoek, kunt u contact opnemen met Esmée Nellestijn (e.nellestijn@students.uu.nl).

Vergeet niet onderaan de pagina op het zwarte pijltje te drukken om de vragenlijst te verzenden.

Indien u geïnteresseerd bent in een eventueel toekomstig onderzoek vanuit de Universiteit Utrecht, dan kunt u hieronder uw e-mailadres achterlaten:

Mocht u dit niet willen, dan kunt u de regel hieronder leeg laten.

Indien u wilt deelnemen aan eventueel vervolgonderzoek, vragen wij u of u hieronder een persoonlijke code aan wilt maken. Met behulp van deze code kunnen we de antwoorden koppelen aan eventueel eerder gegeven antwoorden of bij eventueel vervolgonderzoek. Op deze manier blijft uw anonimiteit gewaarborgd. Deze code zal uitsluitend beheerd worden door de Universiteit Utrecht. De persoonlijke code is geheel geanonimiseerd en bestaat uit de volgende onderdelen:

- de 4 cijfers van uw geboortedag;
- de eerste letter van de voornaam van uw vader;
- de eerste letter van de voornaam van uw moeder

Voorbeeld: Is uw geboortedag 6 oktober, de voornaam van uw vader Bert en de voornaam van uw moeder Jannie, dan wordt uw persoonlijke code dus: 0610BJ.

Indien u een persoonlijke code wilt aanmaken, vult u deze dan hieronder in:

Mocht u dit niet willen, dan kunt u de regel hieronder leeg laten.

Hartelijk dank voor uw deelname!