

# Job Insecurity Research Trend and Future Research Direction: A Bibliometric Analysis

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**Abstract.** Job insecurity has become a significant issue in today's work environment, affecting both the well-being of employees and the overall performance of organizations. This highlights the urgent need for action to improve job stability and create a more secure and productive workforce. This study investigates and analyzes trends in job insecurity research over the past decade. This study applied a literature review method with a bibliometric approach, using SCOPUS as the database and "job insecurity" as the keyword. The analysis was conducted using VOSviewer and examined various elements including document types, authorship, institutions, subject areas, and potential future research avenues. The five clusters revealed that job insecurity is explored across multiple areas, including employment, job satisfaction, job performance, coping strategies, and quality of life. Future research should consider investigating job insecurity in relation to the themes examined in this study.

**Keywords:** Bibliometric; Job Insecurity; Research Trend

## Introduction

Job insecurity refers to the perceived threat to the stability or continuation of one's employment, a significant concern for workers globally. This concept highlights the subjective aspect of job insecurity by concentrating on how individuals perceive threats to their job stability, rather than on the actual occurrence of job loss. This perspective differentiates job insecurity from routine job transitions and unemployment, which usually result from external circumstances or personal decisions<sup>[1]</sup>.

Expanding on the definition by Greenhalgh & Rosenblatt (1984), researchers have characterized Job insecurity as "the perception of a possible threat to the stability of one's current employment"<sup>[2]</sup> and "overall concerns about the future existence of one's job"<sup>[3]</sup>. The outcome of job insecurity reach beyond financial and economic difficulties, profoundly influencing the

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<sup>1</sup> L., & Rosenblatt, Z. Greenhalgh, "Job Insecurity: Toward Conceptual Clarity," *Academy of Management Review* 9 (1984): 438–48.

<sup>2</sup> C. A., Israel, B. A., & House, J. S. Heaney, "Chronic Job Insecurity among Automobile Workers: Effects on Job Satisfaction and Health," *Social Science & Medicine* 38, no. 10 (1994): 1431–37.

<sup>3</sup> Z., & Ruvio, A. A. Rosenblatt, "A Test of a Multidimensional Model of Job Insecurity: The Case of Israeli Teachers," *Journal of Organizational Behavior*, 17 (1996): 587–605.

psychological, social, and physical well being of employees. Studies have shown that those experiencing job insecurity often suffer from increased stress, lower job satisfaction, diminished organizational commitment, decreased performance, and a range of health problems<sup>[4][5][6][7]</sup>.

Due to the limited bibliometric research on job insecurity, this research aims to identify and analyze trends in job insecurity research over the past ten years and to suggest potential topics for future research in this field. This study addresses various research questions: 1) What types of documents are related to job insecurity? 2) Who are the most active researchers in this field? 3) Which institutions are the most productive? 4) Which areas of job insecurity are most discussed? 5) How have research trends on job insecurity developed over the past decade? and 6) What are the recommendations for future research on job insecurity?

## Method

The methodology employed in this study is a literature review. Research using this approach needs to be systematic, transparent, and capable of generating thorough findings<sup>[8]</sup>. Specifically, this study applies a bibliometric analysis, which involves examining the progression of keywords or research variables, such as subjects and authors, as well as the social, intellectual, and conceptual frameworks within a discipline<sup>[9]</sup>. Additionally, bibliometrics utilizes a quantitative (statistical) approach to identify patterns in the distribution of articles within a particular research area<sup>[10]</sup>.

Standard metrics in bibliometric studies include the classification of publications, authorship, citation analysis, publication impact, and the countries represented<sup>[11]</sup>. Fahimnia et al. (2015) described a five-step process for conducting a bibliometric analysis: 1) identifying relevant keywords, 2) performing an initial search, 3) refining the search results, 4) gathering statistics from the preliminary data, and 5) analyzing the data. The process begins by selecting the search keywords, followed by an initial search on the chosen topic, variable, or keywords. The results from this search are then refined or narrowed down. Next, statistics are gathered by accessing

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<sup>4</sup> A., & Tauchmann, H. (Reichert, "Workforce Reduction, Subjective Job Insecurity, and Mental Health," *Journal of Economic Behavior & Organization* 133 (2017): 187–212.

<sup>5</sup> E., & Godard, M. Caroli, "Does Job Insecurity Deteriorate Health?," *Health Economics* 25, no. 2 (2014): 131–47.

<sup>6</sup> I., Cuyper, N., Gracia, F., Peiró, J., & Witte, H. Silla, "Job Insecurity and Well-Being: Moderation by Employability," *Journal of Happiness Studies* 10, no. 6 (2009): 739–51.

<sup>7</sup> A., & Lipnowski, E. Kuvalekar, "Job Insecurity," *American Economic Journal*. 12, no. 2 (2020): 188–229.

<sup>8</sup> J. A. Garza-Reyes, "Lean and Green – A Systematic Review of the State of the Art Literature.," *Journal of Cleaner Production* 102 (2015): 18–29.

<sup>9</sup> N., Kumar, S., Mukherjee, D., Pamdey, N., & Lim, W. M. Donthu, "Howt to Conduct a Bibliometric Analysis: An Overview and Guidelines," *Journal of Business Research* 133 (2021): 285–96.

<sup>10</sup> J., Méndez-Ibáñez, E., & Alonso-Arroyo, A. Marti-Parreño, "The Use of Gamification in Education: A Bibliometric and Text Mining Analysis," *Journal of Computer Assisted Learning* 32, no. 6 (2016): 663–76.

<sup>11</sup> R. M. Ahmi, "Bibliometric Analysis of Global Scientific Literature on Web Accessibility," *International Journal of Recent Technology and Engineering (IRTE)* 7, no. 6 (2019): 250–58.

or archiving data from the database. Finally, the data are analyzed either quantitatively or descriptively<sup>[12]</sup>.

For this study, the inclusion criteria were based on the keyword "job insecurity," which was used to search for articles within the SCOPUS database. No time restrictions were applied, allowing the inclusion of research from various periods to provide a comprehensive view of research trends over the past decades. The data were processed using Microsoft Excel and VOSviewer, with VOSviewer applied to study patterns of co-occurrence and co-authorship.

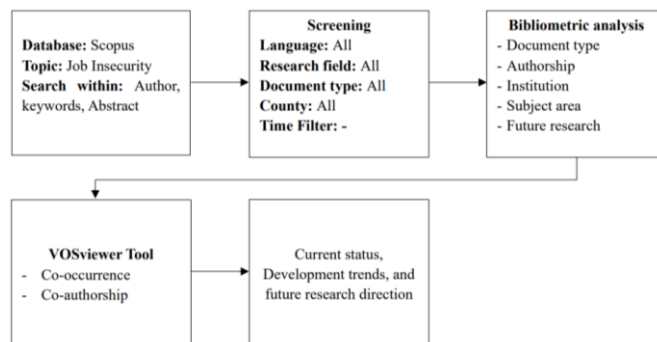
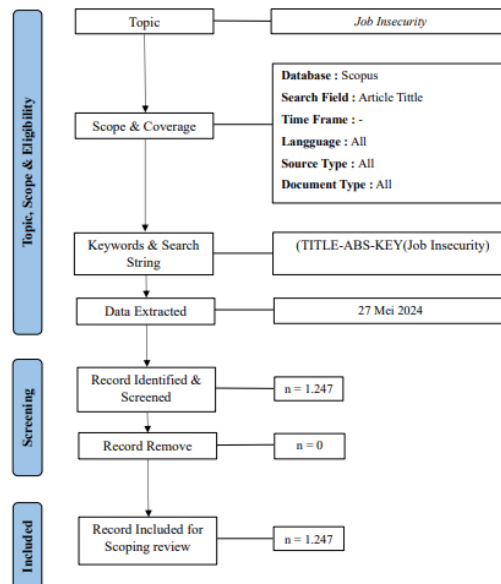


Figure 1. Research flowchart of bibliometric analysis

## Result



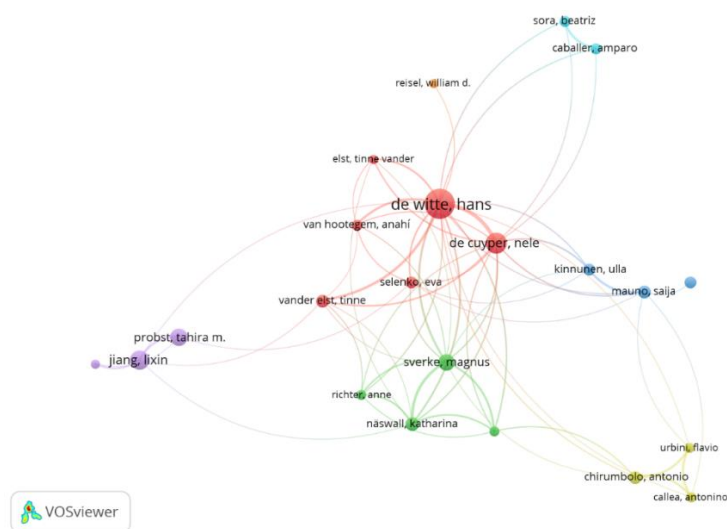
<sup>12</sup> B., Sarkis, J., & Davarzani, H. Fahimnia, "Green Supply Chain Management: A Review and Bibliometric Analysis," *International Journal of Production Economics* 162 (2015): 101–14.

**Figure 2.** Diagram of the research methodology

**Table 1.** Results of the most popular categories of bibliometric analysis

	Total Publications (TP)	Percentages
Article	846	84,6%
De Witte, H.	95	7,62%
KU Leuven	114	9,14%.
Business, Management and Accounting	542	43,4%

Based on SCOPUS database analysis identified 11 types of documents, with journal articles being the most prevalent (84.6%). This is followed by book chapters (5.45%), reviews (3.45%), conference reviews (3.21%), editorials (0.88%), notes (0.80%), erratum (0.64%), letters (0.32%), books (0.32%), data papers (0.16%), and short surveys (0.08%). Among the most prolific authors in the field of job insecurity research over the years, De Witte, H. stands out, having published 95 works and accounting for 7.62% of the total. Other notable contributors include De Cuyper, N. (TP = 48), Jiang, L. (TP = 40), Probst, T. M. (TP = 34), and Sverke, M. (TP = 30). Other researchers have total publications below 30. Based on VOSviewer analysis (Figure 3), the co-authorship network reveals 333 links, 7 clusters, and 22 items from the bibliometric data collection. De Witte, H. emerges as the most significant node with 18 links, followed by De Cuyper, N. with 13 links, and Sverke, M. with 11 links. These links represent collaborations between authors in research related to job insecurity. Therefore, it can be inferred that authors with a high number of links are more active in contributing to the body of literature on job insecurity.



**Figure 3.** Output of co-authorship analysis



capital, organizational culture, organizational identification, social behavior, work performance, among others.

4. **Cluster 4 (Yellow):** This cluster consists of 10 items related to job insecurity. It includes elements such as job stress, self-esteem, anxiety, coping behavior, psychological distress, work environment, social support, etc.
5. **Cluster 5 (Purple):** This cluster includes 10 items related to job insecurity. It involves topics like educational status, life satisfaction, quality of life, employment status, personal satisfaction, and more.

## Discussion

The trend of job insecurity research has continued to expand in recent years, with a total of 1,247 publications on the subject. Research on job insecurity is predominantly published in journal articles (TP = 846) and book chapters (TP = 55). Over the past decade, a significant number of publications have been authored by De Witte, H (TP = 95). The institutions most actively publishing documents related to job insecurity include KU Leuven (TP = 114) and North West University (TP = 86). Job insecurity research is prevalent in disciplines such as Business, Management and Accounting (TP = 542) and Psychology (TP = 396).

According to the VOSviewer analysis shown in Figure 5, Cluster 1 addresses a range of topics associated with job insecurity, including employment, unemployment, job security, mental health, and health status. Poor job security refers to a situation that falls between stable employment and unemployment. Workers experiencing poor job security are more likely to face unemployment<sup>[13]</sup>. Conversely, temporary or casual employment, characterized by contracts shorter than one year, offers a different level of objective job security. Research has indicated that job insecurity tends to reduce job satisfaction among permanent employees but does not have the same effect on temporary employees, suggesting that the impact of job insecurity varies depending on the type of employment<sup>[14]</sup>. The topic of job insecurity in Cluster 1 has been relatively underexplored in relation to job search, risk assessment, health surveys, and temporary employment. Job insecurity is a critical factor in explaining job search. Workers experiencing job insecurity are less likely to seek alternative employment, thus increasing their risk of unemployment. Job insecurity can also affect older workers' prospects in finding new employment<sup>[15]</sup>.

Topics widely discussed in cluster 2 include job satisfaction, turnover intention, psychological well-being, and work engagement. Job insecurity is a societal fear of potential job loss and becoming unemployed<sup>[16]</sup>. This can be interpreted as a sense of losing control over maintaining

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<sup>13</sup> H. De Witte, "Job Insecurity: Review of the International Literature on Definitions, Prevalence, Antecedents and Consequences," *SA Journal of Industrial Psychology* 31, no. 4 (2005).

<sup>14</sup> N. & De Witte, H. De Cuyper, "Job Insecurity in Temporary versus Permanent Workers: Associations with Attitudes, Well-Being, and Behaviour," *Work and Stress* 21, no. 1 (2007): 65–84.

<sup>15</sup> I. A. Gutierrez, "Job Insecurity, Unemployment Insurance and on-the-Job Search. Evidence from Older American Workers," *Labour Economics* 41 (2016): 228–45.

<sup>16</sup> H. De Witte, "Job Insecurity and Psychological Well-Being: Review Of the Literature and Exploration of Some Unresolved Issues," *European Journal of Work and Organizational Psychology* 8, no. 2 (1999): 155–77.

the desired stability in situations where job security is threatened<sup>[17]</sup>. It also includes the fear of losing particular job aspects, such as benefits, career advancement, or recognition<sup>[18]</sup>. Theodossiou & Vasileiou (2007) discovered a link between job insecurity and job satisfaction. Employees might be inclined to sacrifice job security to leverage the advantages of their qualifications to improve their job conditions<sup>[19]</sup>. The subject of job insecurity within Cluster 2 has not been thoroughly explored concerning self-efficacy, job insecurity climate, organizational commitment, and human resource management. Self-efficacy is identified as a contextual variable with effects that vary depending on the situation and type of job<sup>[20]</sup>. Self-efficacy is a cognitive resource that differs among individuals<sup>[21]</sup>, and it has the potential to reduce perceptions of job insecurity<sup>[22]</sup>.

Topics widely discussed in cluster 3 include job performance, working conditions, and emotional exhaustion. Subjective perceptions of job insecurity are closely linked to declines in various outcomes, including job attitudes, well-being, and behavior<sup>[23]</sup>. Job performance, which is often linked to job insecurity, plays a crucial role in both organizational success<sup>[24]</sup> and career progression for employees<sup>[25]</sup>. Most studies suggest a negative correlation between subjective job insecurity and job performance<sup>[26][27][28][29]</sup>. However, some research has either found no

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<sup>17</sup> C., & Lee, C. Hui, "Moderating Effects of Organizational-Based Self-Esteem on Organizational Uncertainty: Employee Response Relationships," *Journal of Management* 26, no. 2 (2000): 215–32.

<sup>18</sup> Rosenblatt, "A Test of a Multidimensional Model of Job Insecurity: The Case of Israeli Teachers."

<sup>19</sup> I., & Vasileiou, E. Theodossiou, "Making the Risk of Job Loss a Way of Life: Does It Affect Job Satisfaction?," *Research in Economics* 61, no. 2 (2007): 71–83.

<sup>20</sup> T.A., Shaw, J.C., Jackson, C.L., & Rich, B.S.C. Judge, "Self-Efficacy and Work-Related Performance: The Integral Role of Individual Differences," *Journal of Applied Psychology* 92, no. 1 (2007): 107–27.

<sup>21</sup> M. E., Konig, C. J., & Kleinmann, M. Debus, "The Building Blocks of Job Insecurity: The Impact of Environmental and Person-Related Variables on Job Insecurity Perceptions," *Journal of Occupational and Organizational Psychology* 87 (2014): 329–51.

<sup>22</sup> R.E. Smith, "Insecure Commitment and Resistance: An Examination of Change Leadership, Self-Efficacy, and Trust on the Relationship between Job Insecurity, Employee Commitment, and Resistance to Organizational Change," [Unpublished Doctoral Dissertation, University of Minnesota], 2013.

<sup>23</sup> M.K. Shoss, "Job Insecurity: An Integrative Review and Agenda for Future Research," *Journal of Management* 43, no. 6 (2017): 1911–39.

<sup>24</sup> M.A. Huselid, "The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance," *Academy of Management Journal* 38, no. 3 (1995): 635–72.

<sup>25</sup> T.W.H. and Feldman, D.C. Ng, "Subjective Career Success: A Meta-Analytic Review," *Journal of Vocational Behavior* 85, no. 2 (2014): 169–79.

<sup>26</sup> S., Shirom, A., Fried, Y. and Cooper, C.L. Gilboa, "A Meta-Analysis of Work Demand Stressors and Job Performance: Examining Main and Moderating Effects," *Personnel Psychology* 61, no. 2 (2008): 227–71.

<sup>27</sup> G.H.-L. and Chan, D.K.-S. Cheng, "Who Suffers More from Job Insecurity? A Meta Analytic Review," *Applied Psychology: An International Review* 57, no. 2 (2008): 272–303.

<sup>28</sup> L. and Lavaysse, L.M. Jiang, "Cognitive and Affective Job Insecurity: A Meta-Analysis and a Primary Study," *Journal of Management* 44, no. 6 (2018): 2307–42.

<sup>29</sup> M., Hellgren, J. and Näswall, K. Sverke, "No Security: A Meta-Analysis and Review of Job Insecurity and Its Consequences," *Journal of Occupational Health Psychology* 7, no. 3 (2002): 242–46.

significant impact<sup>[30][31]</sup> or even a positive relationship<sup>[32][33]</sup>. The topic of job insecurity in Cluster 3 has not been widely studied in relation to psychological capital, organizational identification, organizational citizenship behavior, and work performance. It is suggested that having a high level of psychological capital can reduce job insecurity and turnover intention<sup>[34]</sup>. According to the literature, Ergun et al. (2023) suggests that psychological capital may moderate the connection between job insecurity and turnover intention during crises<sup>[35]</sup>.

Topics widely discussed in cluster 4 include job stress, anxiety, workplace, and work environment. Job stress is defined as employees' response to perceived threats to their employment<sup>[36][37]</sup>. It leads to both physical and mental health issues among workers<sup>[38]</sup> and is recognized as a major factor contributing to job dissatisfaction within organizations<sup>[39][40]</sup>. Consequently, job stress has adverse effects on both employees and organizations. The topic of job insecurity in Cluster 4 has not been widely studied in relation to psychological distress, self-esteem, social support, and coping behavior. Research by Chin et al., (2024) suggests that leadership and team support are related to job insecurity and employee role ambiguity.<sup>[41]</sup>

In Cluster 5, the topics are infrequently studied or addressed in research on job insecurity. These topics include personnel management, life satisfaction, personnel turnover, employee attitude,

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<sup>30</sup> R., Ngo, H.-Y., Zhang, L. and Lau, V.P. Loi, "The Interaction between Leader-Member Exchange and Perceived Job Insecurity in Predicting Employee Altruism and Work Performance," *Journal of Occupational and Organizational Psychology* 84, no. 4 (2011): 669–85.

<sup>31</sup> S.J., Lee, C. and Bobko, P. Ashford, "Content, Causes, and Consequences of Job Insecurity: A Theory-Based Measure and Substantive Test," *The Academy of Management Journal* 32, no. 4 (1989): 803–29.

<sup>32</sup> T.M. Probst, "Layoffs and Tradeoffs: Production, Quality and Safety Demands under the Threat of Job Loss," *Journal of Occupational Health Psychology* 7, no. 3 (2002): 211–20.

<sup>33</sup> T.M., Stewart, S.M., Gruys, M.L. & Tierney, B.W. Probst, "Productivity, Counterproductivity and Creativity: The Ups and Downs of Job Insecurity," *Journal of Occupational and Organizational Psychology* 80 (2007): 479–97.

<sup>34</sup> Olaniyan, O. S., & Hystad, S. W., "Employees' psychological capital, job satisfaction, insecurity, and intentions to quit: The direct and indirect effects of authentic leadership," *Revista de Psicología Del Trabajo Y de Las Organizaciones* 32, no. 3 (2016): 163–171.

<sup>35</sup> G, S., Bozkurt, H, O., Arslan, E., Kendir, H., & Yayla, O. Ergun, "Psychological Capital as a Moderator in the Relationship between Job Insecurity, Job Stress, and Hotel Employees' Turnover Intention during the Russia-Ukraine War," *International Journal of Hospitality Management* 111 (2023): 103475–103475.

<sup>36</sup> A.K.F., Kim, S.S., Kim, J., Han, H. Wong, "How the COVID-19 Pandemic Affected Hotel Employee Stress: Employee Perceptions of Occupational Stressors and Their Consequences," *International Journal of Hospitality Management* 93 (2021): 102798–102798.

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<sup>38</sup> M.T., Ivancevich, J.M. Matteson, "Controlling Work Stress: Effective Human Resource and Management Strategies," *Jossey-Bas*, 1987.

<sup>39</sup> Z., Kelleci, M., Dogan, S. Golbasi, "Relationships between Coping Strategies, Individual Characteristics and Job Satisfaction in a Sample of Hospital Nurses: Cross Sectional Questionnaire Survey," *International Journal of Nursing Studies* 45, no. 12 (2008): 1800–1806.

<sup>40</sup> N.K., & Lei, S.A. Chuang, "Job Stress among Casino Hotel Chefs in a Top-Tier Tourism City," *Journal of Hospitality Marketing & Management* 20, no. 5 (2011): 551–74.

<sup>41</sup> M., Ying, B., & Tuckey, M. R. Chin, "Comparing Effects of Toxic Leadership and Team Social Support on Job Insecurity, Role Ambiguity, Work Engagement, and Job Performance: A Multilevel Mediation Perspective," *Yà-Tài Guǎnlǐ Pínglùn/Asia Pacific Management Review* 29, no. 1 (2024): 115–26.



personal satisfaction, as well as organization and management. Studies conducted by De Cuyper, De Witte, and their associates<sup>[42][43][44][45]</sup> (De Cuyper & De Witte, 2005, 2006, 2007, 2008) indicate that job insecurity affects life satisfaction, job satisfaction, and organizational commitment more significantly in permanent employees than in employees on temporary contracts.

## Conclusion

Research on job insecurity has increased significantly over the past decade. This topic is frequently covered in journal articles and is a prominent subject within the field of psychology. De Witte is the most prolific author in this area, and KU Leuven is the leading institution in publishing research related to job insecurity. Analysis using VOSviewer identified five clusters, showing that job insecurity is examined across various domains, including employment, job satisfaction, job performance, coping strategies, and quality of life. Future research should continue to explore these topics related to job insecurity. The limitations of this study are that it did not impose a time constraint and relied solely on the SCOPUS database. Future studies are recommended to use a broader range of databases to obtain more comprehensive data and to consider analyzing trends over specific decades or ten-year periods.

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<sup>43</sup> N. & De Witte, H. De Cuyper, “The Impact of Job Insecurity and Contract Type on Attitudes, Well-Being and Behavioural Reports: A Psychological Contract Perspective,” *Journal of Occupational Psychology* 79, no. 3 (2006): 395–409.

<sup>44</sup> N. & De Witte, H. De Cuyper, “Job Insecurity in Temporary versus Permanent Workers: Associations with Attitudes, Well-Being, and Behaviour,” *Work and Stress* 21, no. 1 (2007): 65–84.

<sup>45</sup> N. & De Witte, H. De Cuyper, “Job Insecurity and Employability among Temporary Workers: A Theoretical Approach Based on the Psychological Contract, in Naswall, K., Hellgren, J. and Sverke, M. (Eds),” *Balancing Work and Well-Being: The Individual in the Changing Work Life*, Cambridge Press, 2008, 63–88.

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