



ORIGINAL RESEARCH PAPER

Management

JOB RECOGNITION AND JOB SECURITY AS A FUNCTION OF GENDER

KEY WORDS:

Sushant Waghmare

Dr. Ambedkar Institute of Management Studies & Research, Nagpur

Dr. Dipesh Uike*

Dr. Ambedkar Institute of Management Studies & Research, Nagpur
*Corresponding Author

ABSTRACT

Job Recognition and Job Security play a vital role in the performance of the employees. It is evident from the plethora of research studies conducted on the topics and the various areas where it affects employee performance in a positive as well as negative way. The research was conducted in Nagpur City and data was collected from a single organization. This data was classified according to the responses from male and female members and Independent Samples t-test was conducted. It is seen from the results that there is no significant difference with respect to both job recognition as well as job security among male and female employees. It can be concluded that there should be no differential mode of treatment for employees on this basis.

INTRODUCTION:

The dynamic global environment has made it imperative that the organizations focus a great deal of attention towards their employees. In a continuously changing environment, it is important to note that the kind of employees in any organization is also changing. A multi-lingual, multi-cultural environment along with Equal Employment Opportunity Practices are now being considered as an asset for any organization. Therefore, keeping this in mind, many organizations have now welcomed all kinds of employees with open arms. Thus, the influx of male and female employees from all corners of the country can be seen within any large organization.

In the global context, Job Recognition and Job Security are considered as the major factors that anchor employees to the organization. There is a great deal of research across the globe by scholars validating this view point. Also, India is a densely populated country with a large amount of educated youth seeking employment opportunities. However, there is a dearth of talent in the Indian context. In order for organizations to retain good employees they must offer significant salaries as well as certain other non-monetary incentives for their employees. Job Recognition and Job Security can play a major role in such a scenario.

Organizations must find a way of assuring their employees, as well as, recognizing their contribution in the overall performance of the organization. This paper examines if there is a difference between male and female employees with respect to job recognition and job security in their jobs.

Review of Literature:

Job Recognition and Job Security have been cited as many authors as being very capable measures of employee satisfaction and their pre-cursor for employee performance. The concept of job security started gaining popularity in the recent times as a result of economic pressures on organizations. At the same time, employees not only want good extrinsic compensation on the work but also want to be praised and valued for the efforts they put in on the work. For many people, incentive and recognition may be overlapping, synonymously used for each other. Incentives motivate employees to achieve targets and entice them to move products and services into the hands of paying customers. They orient the employees in a manner to work harder to achieve deadlines and targets as preferred by the incentive offering authority i.e. organization, while recognition has retrospective orientation and reflects on an outstanding performance of the employees in the eyes of the recognizer(Khan, 2011). On the other hand, Adebayo (2012) agreed that job security has become indispensable in employee and organization preference list, particularly due to economic reasons. Thus, it has become one of the most crucial and important factors among the employee preference list as well as the organization (Schappel, 2012;KPMG, 2010).

Organizations that have the motivational systems comprising employee recognition and appreciation at place have found that it leads to higher employee morale and performance levels than even incentives since it, unlike incentives, creates a deep-rooted and long-term ownership among the employees for the organization. Recognizing excellent performance openly builds motivation within the entire organization. It is recognized that employee recognition has contagious effects. When employees see other employees being rewarded for the work they have done it becomes a chain reaction; employees repeat positive actions so that their work will also be appreciated(Khan, 2011).

Globally, about 75% of the employees preferred to keep their jobs compared to other factors in their preference list(Towers Watson, 2010). This indicates that job security is as important as the employees' salary and healthcare (KPMG, 2010). Presently, the most important desire of every employee is to keep their jobs for as long as they wish. In this view, it implies that job security has become the most determinant and key element influencing an employee's decision on whether to join an organization or not (Towers Watson, 2010). Therefore, the crucial challenge facing the organization is not just to employ and retain workers but to ensure that employees are assured of their jobs for as long as they wish.

Various ways of recognizing the employees' contribution in the organizations have been researched and way through which a non-monetary incentive is accorded has been researched as well. There is an argument that culture of an organization affects the efficacy of an employee and the method used for non-financial recognition. It can be embedded into the day-to-day superior-subordinate interactions that make the latter feel that their contribution is appreciated and that they are recognized for their unique qualities they possess. It contributes to high morale in the work environment and increases productivity. Non-financial recognition has variety to practice and introduce different range of schemes from range of informal, impromptu and formal structured based. Few examples are here to acknowledge the effort of employees via supervisor:

1. Thanks to the employees by Supervisors
2. Supervisor's writing formally to record their thanks to recognize employee(s)
3. An appreciation in public meeting regarding the efforts
4. Appreciating in organizational newsletter or at special dinner gathering
5. Declaring Employee of the month or year
6. Holidays tour and travelling
7. Meal for the individual and its partner and Home appliance or domestic goods.(Khan, 2011)

Job security has rapidly decreased as a result of the global economic downturn and financial crisis. In a recent survey, employees ranked job security as the greatest contributing factor to job satisfaction. However, because job insecurity is unavoidable in the current situation, organizations need to understand the

conditions under which employees can remain engaged at work and how negative responses to job insecurity can be reduced. Past research has produced mixed results regarding the link between job insecurity and job performance. Some have suggested that more work needs to be done in exploring work contexts or situations as factors that may influence this relationship. When employees don't feel secure in their job, increased stress and negative emotions impact their work performance. Kinnunen (1999) found that gender plays an important role in specifying job insecurity and performance. They found that there is a significance difference found in the level of performance and extent of job insecurity with gender and the analysis depicted more apprehension of job insecurity in men. Thus, it is evident that male and female employees perceive job security and job recognition with different levels of importance.

In the changing times, the expectations and the educational qualifications of employees are changing. Their roles and responsibilities are also seen as being quite similar, if not the same. Thus, the effect that these factors may have on employees must be studied in greater detail. Also, the researchers believe, organizations can help themselves by simply using techniques for job recognition as well as job security. The factors that commonly affect employees along these two lines have been studied in the present research. The results and methodology are detailed ahead.

OBJECTIVES:

1. To study the role of job recognition and job security among employees in an organization.
2. To find out the impact of job recognition on male and female employees.
3. To find out the impact of job security on male and female employees.

Hypothesis:

- I)
- **Ho:** There is no significant difference in males and females employees with respect to job recognition.
 - **H1:** There is significant difference in males and females employees with respect to job recognition.
- II)
- **Ho:** There is no significant difference in males and females employees with respect to job security.
 - **H1:** There is significant difference in males and females employees with respect to job security.

Research Methodology:

Type of Research

- Descriptive Research has been conducted for the purposes of this study.
- Use of a pre-validated test was done for collecting the data of this study.

METHOD OF DATA COLLECTION

Primary data:

1. Structured Questionnaire method.
2. In-depth Interview method.

Secondary data:

1. Magazines, Business Journals.
2. Companies' website and other website.

Geographical area/ Universe:

Nagpur City is considered for study.

Sampling Design/Unit:

The sample was collected from Nagpur City. Data from professionals from a single organization have been collected. The units are employees working in an organization in Nagpur City.

Sampling Method:

For this research probability sampling is used. The design of the sample is as follows:

- Type of the probability sampling: - Simple Random Sampling.

- Sample Size: - 130 employees.

Tools Used:

- Generic Job Satisfaction Scale by Scott MacDonald and Peter McIntyre
- Five Point Rating scale for collecting the responses
- Independent Samples t-test is used for data analysis.

Data Analysis and Interpretation:

Appropriate statistical analysis is adopted. The data is tabulated and analyzed. To find out the significance among male and female employees in terms of job recognition and job security, independent t-test is used. For hypothesis testing t-test is used and interpretations are drawn.

Table 1: Group Statistics

Group Statistics					
	GENDER	N	Mean	Std. Deviation	Std. Error Mean
RECOGNITION	MALE	100	3.64	1.000	.100
	FEMALE	30	3.83	.874	.160
SECURITY	MALE	100	3.29	1.250	.125
	FEMALE	30	3.63	.964	.176

Table 2: Independent Sample t-Test

		Independent Samples Test								
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
RECOGNITION	Equal variances assumed	4.893	.029	-.954	128	.342	-.193	.203	-.594	.207
	Equal variances not assumed			-1.026	53.814	.309	-.193	.188	-.571	.184
SECURITY	Equal variances assumed	6.426	.012	-1.385	128	.169	-.343	.248	-.834	.147
	Equal variances not assumed			-1.590	61.041	.117	-.343	.216	-.775	.088

Hypothesis I

From table 2 it can be observed that p-value i.e. 0.342>0.05, so we accept null hypothesis.

That means, "There is no significant difference in males and females employees with respect to job recognition".

Hypothesis II

From table 2 it can be observed that p-value i.e.0.169>0.05, so we accept null hypothesis.

That means, "There is no significant difference in males and females employees with respect to job security".

FINDINGS AND CONCLUSIONS

From the above interpretation we have found that job recognition and job security showed no significant differences in males and females employees in an organization. It leads the researchers to conclude that the factors of job recognition as well as job security are equally important to the employees. From the data analysis it can be concluded that males and females do not differ in terms of job recognition and job security in an organization. This leads the researchers to conclude that both job recognition and job security are required by the employees and there should be no differentiation between male and female employees with respect to the rules, regulations, policies or systems etc. for such kind of activities within the organization. The researchers believe that this will have a greater level of impact on the performance of the employees.

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