

Abstract

The present research aimed at investigating the relationship between job insecurity and stress. Two studies were conducted in the present research. Study 1 focused on the main effects of conflict resolution behaviors (accommodation, avoidance, collaboration, compromise and competition), harmony motives (traditional value, efficiency loss and self-serving) and job insecurity on stress. 197 participants were recruited in study 1. It was found that job insecurity could significantly predict the presence of stress. None of the conflict styles were found to significantly predict stress. While the harmony motives of value predicted significantly the absence of stress and the motive of self-serving significantly predicted the presence of stress. Study 2 attempted to identify the moderators for the job insecurity-stress relationship. The proposed moderators included social support (family, friends, significant others and supervisor) and self-efficacy. Besides, the main effects of job insecurity, social support and self-efficacy on personal striving were also investigated. 108 participants were recruited in study 2. The relationship between job insecurity and stress was successfully replicated. Self-efficacy was found to be a significant predictor of stress and personal strivings. Self-efficacy significantly predicted the absence of stress while at the same time predicted the presence of personal strivings. The subscale of family, friend and supervisor were found to have moderating effects on the relationship between

job insecurity and stress; also on the relationship between immediacy and personal striving.