

Abstract

The present study investigated the moderating effects of personality dispositions on the relation between job insecurity and its consequences. A survey was conducted to 244 full time employees in Hong Kong. The moderating effects of positive affectivity, negative affectivity, self-efficacy and optimism were examined. The consequences of job insecurity examined in the present study were general health, life satisfaction, job satisfaction and organizational commitment. The main effects of job insecurity on all of the consequences were significant. The results revealed that negative affectivity and self-efficacy significantly moderate the relation between job insecurity and life satisfaction. Furthermore, optimism was found to be a significant moderator in the relations between job insecurity and job satisfaction and organizational commitment.