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**THE EFFECTS OF SOCIAL SUPPORT ON JOB INSECURITY
AND WORK RELATED WELL-BEING RELATIONSHIP**

(YÜKSEK LİSANS TEZİ)

DİLARA PEPEDİL

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İstanbul, 2012

Marmara Üniversitesi
Sosyal Bilimler Enstitüsü Müdürlüğü

Tez Onay Belgesi

İŞLETME Anabilim Dalı ÖRGÜTSEL DAVRANIŞ (İNG) Bilim Dalı Yüksek Lisans öğrencisi DİLARE PEPEDİL'İN THE EFFECT OF SOCIAL SUPPORT ON JOB INSECURITY AND WORK RELATED WELL - BEING RELATIONSHIP adlı tez çalışması ,Enstitümüz Yönetim Kurulunun 22.06.2012 tarih ve 2012-17/18 sayılı kararıyla ile oluşturulan jüri tarafından oy birliği / oy çokluğu ile Yüksek Lisans Tezi olarak kabul edilmiştir.

Öğretim Üyesi Adı Soyadı

İmzası

- Tez Savunma Tarihi : 27.9.2012
- 1) Tez Danışmanı : PROF. DR. HANDAN KEPİR SİNANGİL
- 2) Jüri Üyesi : DOÇ. DR. TULAY TURGUT
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ÖZET

Günümüzde teknoloji ve küresel deęişimler sebebiyle iş yaşamında özellikle çalışan açısından farklılaşmalar gerçekleşmektedir. Bu duruma baęlı olarak çalışma koşullarında yeni düzenlemeler gündeme gelmektedir. Çalışma koşullarındaki bu durum çalışanın yaşamında deęişimlere sebep olmaktadır. Son yıllarda iş dünyası yeni şartlara ve oluşumlara uyum sağlamak adına yeniden yapılanmaktadır. Bu noktada da çalışanlarda iş güvencesizlięi kavramı ortaya çıkmaktadır. Bu araştırma iş güvencesizlięi ve işe dayalı iyi-oluş arasındaki ilişkide şartlı deęişken olarak sosyal desteęin katkısını araştırmaktadır. İş güvencesizlięi işin gelecekte var olma durumuna yönelik bilinmezlięi içermektedir. İyi-oluş kavramı farklı türlere ayrılmaktadır.

Bu çalışmada özellikle işe dayalı iyi-oluş kavramı ele alınmaktadır. Kısaca bu çalışmada iş güvencesizlięi durumuna maruz kalan çalışanın işe dayalı iyi-oluş halindeki farklılaşma incelenmektedir. Ayrıca çalışmanın deęişkenlerinden sosyal desteęin bu ilişki üzerindeki etkisi araştırılmıştır. Çalışmanın bulgularına göre iş güvencesizlięi ve işe dayalı iyi-oluş deęişkeni arasında zayıf ancak anlamlı bir ilişki bulunmaktadır. Araştırma sonuçlarında sosyal desteęin bu ilişki üzerinde etkisi olmadığı sonucuna ulaşılmıştır.

Anahtar kelimeler: *iş güvencesizlięi, işe dayalı iyi-oluş, sosyal destek*

ABSTRACT

In recent times, technological and spherical differentiations in work life evolve in terms of employee. Related to this issue of fact, new arrangements on working conditions come to order. This circumstance in working conditions causes to change of experience in work life of employee. Recently, business world restructures to adapt new conditions and formations. At this point, job insecurity notion arises. This study seeks to the contribution of social support to job related wellbeing and job insecurity relationship. Job insecurity includes to uncertainty on existence of job in the future, it is analyze as dependent variable of the research. Job related wellbeing is evaluated in different descriptions but this research yields job related wellbeing concept.

Job related wellbeing change of employee, exposed to job insecurity was argued out in this research. Furthermore, as a moderator, contribution of social support variable on wellbeing and job insecurity relationship was also analyzed. According to the findings of the study, low but significant correlation was found between job insecurity and job related wellbeing variable. Moderator effect of social support variable was not found on job insecurity and job related wellbeing relationship.

Key words: *job insecurity, job related wellbeing, social support, happiness*

ACKNOWLEDGEMENTS

First of all, I would like to thank my thesis supervisor, Prof. Dr. Handan Kepir Sinangil for supporting me during master term. Also I would like to thank to Prof. Dr. İnci Artan Erdem for her help in revising of thesis and Assoc. Prof. Tülay Turgut for guidance in statistical analysis, Dr. Kutlu Çalışkan for his help in correlation and regression analyses.

Moreover, I would thank to my aunt Bedriye Yalçın for her help for revising this thesis and supporting me with her positive and hopeful perspective, and also giving belief to me that impossible might be possible. I appreciate her teaching ‘not to give up consciousness despite of all conditions during my life’.

I would also thank to my friends for be with me during this three years, especially Zeynep Oya Şekeroğlu for her supporting on academics circumstances as my administrator.

I would also thank to my family for their endless patience and unconditional love and support.

I dedicated my thesis to my mother Nermin Pepedil and my father Salim Pepedil, endless thanks to you for your support and love.

Dilara PEPEDİL

TABLE OF CONTENTS

	Page No
ABSTRACT	i
TURKISH ABSTRACT (ÖZET)	ii
TABLE LIST	iii
FIGURE LIST	iv
ABBREVIATIONS	v
1. INTRODUCTION	1
1.1. Magnitude of the Research.....	3
2. LITERATURE	4
2.1. Wellbeing Variable.....	4
2.1.1. Antecedents of Well-being.....	6
2.1.2. Wellbeing Theories.....	8
2.1.2.1. Activity Theory.....	9
2.1.2.2. Bottom Up,Up to Bottom Theory.....	9
2.1.2.3. Flow Theory.....	10
2.1.2.4. Self Determination Theory.....	10
2.1.3. Types of Wellbeing.....	12
2.1.3.1. Subjective Wellbeing.....	13
2.1.3.2. Occupational Wellbeing.....	14
2.1.3.3. Psychological Wellbeing.....	14
2.1.3.4. Work Related Wellbeing.....	15
2.2. Job Insecurity.....	17
2.2.1. Components of Job Insecurity.....	20
2.2.2. Results of Job Insecurity.....	22
2.3. Social Support.....	23
2.3.1. Types of Social Support.....	25
2.3.2. Patterns of Social Support.....	26
2.3.3. Theoretical Framework & Aim of the study.....	28

2.3.4. Hypotheses	30
2.3.5. Research Model.....	31
3. METHOD	32
3.1. Sample.....	32
3.2. Instruments.....	34
3.3. Data Collection.....	35
3.4. Data Analysis	35
4. RESULTS	36
4.1. Factor and Reliability Analysis of Job Related Wellbeing.....	36
4.2. Factor and Reliability Analysis of Social Support	38
4.3. Factor and Reliability Analysis of Job Insecurity	40
4.4. Correlation Analysis	41
4.5. Regression Analysis.....	42
5. CONCLUSION	45
5.1. Discussion	45
5.2. Limitations and recommendations	47
REFERENCES.....	48
APPENDIX.....	60

TABLE LIST

	Page No
Table 1: Frequency Distribution of Demographic Variables	33
Table 2: Factor and Reliability Analysis of Job Related Well-being	37
Table 3: Factor and Reliability Analysis of the Social Support	39
Table 4: Factor and Reliability Analysis of the Job Insecurity	40
Table 5: Correlation Analysis of Job Insecurity and Social Support Dimensions	41
Table 6: Results of Regression Analysis Concerning Effects of Job Insecurity and Social Support Variables on Job Related Well-being	42
Table 7: Analysis Results Concerning Effects of Sub-dimensions of Social Support and Job Insecurity on Being Energetic of Sub-dimensions of Job Related Well-being	43
Table 8: Analysis Results Concerning Effect on Sub-dimensions of Social Support and Job Insecurity	43
Table 9: Regression Analysis Results Concerning Effect on Job Related Well-being - Negative Mood of Sub-dimensions Job Insecurity and Social Support	44

FIGURE LIST

	Page No
Figure 1: Three Principles Axes for the Measurement of Affective Well-being	13
Figure 2: Two dimensional view of affective Well-being	16
Figure 3: Model of the Research.....	31

ABBREVIATIONS

- JI* : Job Insecurity
- SS* : Social Support
- F.S* : Family Support
- Fr. S* : Friend Support
- Oth. P* : Other Important Person

1. INTRODUCTION

In recent times, influences of globalization movements and economic crises affect work life. Changes in work life are observed over the last three decades. One of the important result of this situation is differentiation in organizational structure. Previously structural change in organizations firstly reflects on employees, and then on institutions. Changes related to restructuring, create various obstacles for employee in work life, and new challenges for managing these changes.

According to Howard (1995), economic recessions and technological developments force organizational restructuring, to change the nature of work. Because of this differentiation, employees face coercive working conditions. Meanwhile, uncertainty in working life causes employees to perceive it as job insecurity. Some legal problems come up because of inequitable contracts between employer and employee, particularly in non-institutional organizations. Some perceives it as ignoring employees' rights. Unfortunately, organizations at this point put forth their priorities rather than those of the employees. Organizations in chaos and turbulence make scenario evaluations that resulted in negative company strategies such as reducing number of employees and business costs. Eventually, employees were exposed to negative working conditions, and they worried about losing their jobs, which causes them to face physiological and psychological frustrations. Not only this vicious cycle period affects success, productivity and motivation of employees; but it has also destructive effect to their health, family and social life.

The aim of the study is evaluating the effects of new formations in work life on employees. Particularly job insecurity is defined as a negative concept that can give rise to strains for employees in this research. Since these obstacles cause physiological and psychological frustration, one of the variables of the study, Well-being, is evaluated as an criterion these circumstances.

While job insecurity affects employees negatively, same period of change also causes some aggravation in organizational structure. Employees have to maintain manage working life and stand against stressful duration. This stress can bring up different results in their private life. Dependent on this, in order to tolerate this situation, employees have to provide alternative conditions in their working lives. If they are not able to find an alternative situation, they might deeply worry about losing their present jobs. During this period, employees should accept the permanency of their job and create different choices. If employees take on this mindset, they can overcome this period of job loss with less harm.

1.1 Magnitude of the Research

Due to a person spend three-four decades of life by working in workplace; it is very clear why working life has such importance during lifespan. The quality in working conditions play great role not only on the job but also in the balance of family-work life. Working conditions affect both personal lives of employees and their working lives.

Long working hours, trying to perform more than one task at the same time, task ambiguity, permanent time pressure, etc. refer to deterioration of working conditions. Such stress factors primarily reflect themselves as psychological problems. According to a research conducted in England in 2004, Management of Health and Safety Association explained that every year, 1.5 million people were exposed to stress due to their jobs, and 5 million people were, to work related stress. This situation costs 3.7 trillion pounds per year for dealing stress results in terms of employee.

Even though technological developments make jobs easier, employees are negatively affected as a result of changes in working conditions. The best example of this subject is the reduction in labor force caused by increasing mechanization in industry.

Jacobson (1995) emphasizes that, millions of employees are subject to changing places and must take undesirable alternatives positions; against their wishes because of organizational arrangement. Thus, structural changes occur in organizations. In addition to this, global competition urges organizations to produce more with less cost. In the moment, when organizations are appraised as biological entities, rather than using material, logistical norms, these organizations are challenged to survive. Related to the changes in the work life, employees are prone to worry about insecurity and impermanency of their job (Hartley, Jacobson, Klandermans & Van Vuuren, 1991).

Insecurity at work causes uncertainty and challenge by psychological and physiological pressure in certain situations. There is a great difference between

individuals who deal with long-term insecurity and who deal with short-term at work. An employee, who challenges with this stressful situation for a long time, frazzles much. It is thought that job insecurity can prevent employees' Well-being. The concept of Well-being is considered as having a positive notion. Considering the concept of employee Well-being as a vital criterion in evaluating the work place, is especially useful both for organization and for employee.

Today a positive legal progression in this area, is providing support to employees during unemployment. For instance, in Turkey, the unemployment fund provides financial support, to employees who have worked for a decent period during six months, (Social Security Institution Law, article 4447). The 'employee centered approach' has been adopted in institutional organizations. Depending on this, alternative carrier possibilities can be presented to the redundant employees.

2. LITERATURE

2.1 Well-being

Well-being is described as having a positive evaluation about past events and experiences, and it has basically similar meaning to happiness. In philosophy, being happy is described as a high goal reached via mind and moral. According to Greek philosopher, Aristippos (4th century BC), the basic goal is the realization of satisfaction at a high level. According to Hobbes (4th century BC), happiness appears at the end of achieving desires and wishes. De Sade (4th century BC) puts forward that happiness is the basic goal of the life and it comes true by chasing the feelings (Birsal, 2010).

The concept of well-being consists of happiness but it is rather a different concept. Happiness is a dimension of well-being. When these two concepts are compared, it can be said that happiness builds up instantly after positive events. Whereas well-being is a duration, formed by positive assessments of events. Well-being is an important parameter, made up through improvement on the quality of life. Well-being refers to being able to use optimum capacity during own life of an individual. Seligman and Csikszentmihalyi (2000) state that well-being is a content that is included in positive psychology. The concept of well-being contains pleasure of life. Especially, work life has an important role on the quality of life satisfaction.

Moreover, Well-being is influenced by many factors such as personal qualities; socio demographical variables; situational, institutional, environmental and economic conditions. The cognitive explanation of emotional experience of people attracts to the concept of Well-being. The evaluation of emotions differs according to the state and the conditions of a certain time. When individual qualifications are evaluated in accordance to well-being, self-esteem is seen as one of the characteristics of well-being. It is thought that a person, who has high self-esteem, can evaluate his/her experiences more positively and see the world in a more positive perspective. It is assumed that individuals having high level of self-esteem can experience negative emotions such as

guiltiness and, depression less than other people. Self-esteem is regarded to have a great impact on feeling satisfied with life and the state of well-being. Besides, self-esteem affects both the notion about life satisfaction, and perception of life experiences. In addition, people having high level of self-esteem are thought to be more open to criticism and can be more adoptive to the changes. Having a good sense of humor and positive approach can contribute to the development of well-being.

In Ryff's study (1991); the young, the middle aged and the old people were compared in terms of psychological well-being, it was shown that the old group has lower level of personal development than the others.. This study also suggested that the middle-aged group had a better level of autonomy than the other groups. In addition to this, the middle aged and the old group had higher level of environmental sensitivity than the young group. Significant difference between personal acceptance and positive relationships with the others has not been found In terms of age. Dimensions of psychological well-being were studied in terms of in this research.

2.1.1. Antecedents of Well-being

Well-being is a subjective concept, thus it is related to personality traits. While individuals evaluate subjective well-being, they compare conditions, which they and others have. Individual do this comparison in terms of position, status, possibilities etc. After the comparison, once individuals appraise to themselves as insufficient according to other people conditions, they have come over perception of displeasure about their lives. It is assumed that being displeased might cause distress to subjective well-being of individuals. Positive psychology analyzes subjective well-being. Subjective well-being is a result of emotional and cognitive evaluation about own life. It is seen that researches focus on life oriented evaluations and positive life perception (Diener, 1984). Cha (2003) explains that subjective well-being has two dimensions; one is perceptual evaluation that is developed related to life satisfaction; second is emotional dimension, which is comprised of positive and negative satisfaction. Whilst positive effects include

joy, interest, excitement, trust and self-awareness, negative effects include fear, anger, disappointed, guilty and hate (Ben and Zur, 2003).

People's evaluations differ on negative events according to their conditions. The reason is that, once a person has such feelings as sadness, guilty across a situation; by decreasing these emotions, same situation can be encountered with joy and trust emotions. Personality traits, personal aims and resources affect subjective well-being. Income, health and such as social relations, in which demographical variables are differentiated in life span, do not affect subjective well-being; because subjective well-being is depended on personal evaluations, perspectives more than demographical variables. Most research shows that demographical variables and environmental conditions are found less effective than personality (Cantrill, 1965; Bradburn, 1969; Campbell, Converse and Rodgers, 1976; Inglehart, 1990; Veenhoven and others, 1994). In addition to this, it is found that optimistic individuals, have also solution-oriented approach, and tends to ask for social support. Current research shows that age and life satisfaction are not related (Herzeg and Rodgers, 1981; Harley and Lavey, 1995; Larson, 1978; Stock, Okun, Haring and Witter, 1983). Oswald (1997) emphasizes that quick economic progress in nine European countries has not led people's well-being to increase. It is seen that well-being do not increase after economical progress (Diener and Suh, 1998). In spite of these obstacles, marriage is seen to facilitates personal life, because marriage provides emotional and economical support and affects to well-being positively (Coombs, 1991; Gave, Style and Hughes, 1990; Kessler & Essex, 1982).

Work life has an effect on subjective well-being, because positive social relations in work place affects human's existence in work life and employee can has belonging feeling (Csikszentmihalyi, 1990; Scitowsky, 1976). Positive relationship is found between hobbies, interests and times for the activities, once an individual prefers to deal with these (Glancy, Willits and Farnell, 1986; Heady, Halmstam and Wearing, 1985). Significant relationship is especially found between personality traits and happiness. Since externalist people have assertive abilities, their well-being improves positively. Costa and Mc. Crae (1980) emphasizes that a positive correlation is found between externalism-pleasure and neuroticism-displeasure affects.

Quality of work life affects emotions and behaviors of individual. Peaceful workplace provides opportunity for developing employee performance. Inefficiency on working conditions causes consistence of negative affects on performance and motivation. The most basic point of work life is existence of job, if employee perceives uncertainty about work's future; this condition causes uncertainty for employee's future.

2.1.2. Theories of Well-being

We, personally have expectations and wills for the future. Our goals for the future are shaped according to our expectations and wills. The theory puts forward by Wilson (1960) says that a person is happy when he/she reaches out his future goals. Each individual has own priorities. In addition, situations letting individuals be happy, change from one person to another. The expectations of having a good education, recognizing new cultures, travelling around the world, improving one's career are regarded as personal goals. In order to be happy, an individual struggles to reach his targets; if he cannot reach them out, he experiences disappointment (Diener and Diener, 2000). What Telic's theory supports is that an individual has to act in a planned way to reach his aims for the short term and long-term processes. Before individuals reach their aims, they have to complete the process of their struggles. Individuals become happy once they complete this process successfully.

As happiness is described by personal values and priorities, the concept of happiness is subjectively perceived. If having a good salary is not in priorities of a person, he will not be happy to have it. Namely, one's happiness is formed by his conditions, priorities, aims and personal preferences (Birsal, 2010).

2.1.2.1. Activity Theory

With regard to the activity theory, happiness brings about because of activity of person. Aristo, who has defended this theory, suggests that happiness is explained through human's virtuous acts. In other words, if a person has activities, in which people ascertain to moral behaviors, it is emphasized that happiness increase. That is to say, after virtue-based behaviors of an individual, happiness will probably made up spontaneously (Birsal, 2010; Diener, 1984; Saygin, 1984). Out of individual's routine activities, each interference is done for the aim of providing benefit to others, for instance voluntary acts are explained as activity notion. In reference to this theory, in the name of being virtual and moral, people attends to behaviors, which include boosting others, supporting them. And, individual has happiness depending to these conditions.

2.1.2.2. Bottom to up, Up- to Bottom Theory

According to bottom to up theory, happiness occurs depending upon the quality of events. It occurs through evaluation of situations that are perceived either positively or negatively. This theory suggests that up notion means 'living happy', however individual realizes bottom concept through negative experiences. Up experience is described as person's happy life is depending on more positive experiences than negative experiences. After comparison of experiences, if a person lives more positive events than negative, she/he has up experience, thus person's life continues happily. The evaluation of the events is subjective. Another individual, experiencing the same event might make a different state analysis. For instance, the theory from the top to base is expressed in terms of the tendency to positive and negative reaction included in personal qualifications (Birsal, 2010).

2.1.2.3. Flow Theory

Effect of intrinsic motivation that is the result of doing act is the point of the flow theory. During acts of the human, more extensive constitution is realized than routine behavior. In the course of flow experience, basic point is perception of obstacle, which can be surpassed by person's ability. Thus, an obstacle that a person overcomes and attains competence in this act are necessitated during this experience. Individuals usually can focus on a single thing; and they are not aware of the rest, which are not under their control. During one's action, his/her act includes rigour. Once a person gets over this rigour, he/she evaluates this as an award. Csikszentmihalyi (2005) states that in the name of having flow experience, individuals exact a big toll. An individual, who is in flow experience, alienates him/herself from certain situational and temporal conditions. After the disengagement of reality, experience of happiness reveals. Csikszentmihalyi (1996) suggests that flow experience can be ensued at art (Csikszentmihalyi and Robinson, 1990), sport (Jackson, 1995, 1996), literary (Perry, 1999) and other activities. During flow experience, person focuses on his own action and meantime gets further away from space and time. Moreover, individual experiences the feeling of success, satisfaction, self-esteem. In addition, concentration is enhanced in the action and through this way, realization of a difficult act is completed.

2.1.2.4. Self Determination Theory

Motivation, which triggers personal activities, is the main topic in this theory. A person's behaviors, which are independently decided to be acted by himself; cause motivation spontaneously. On the other hand, when a person gives a decision depending on others, upper mechanisms or situations and control of the motivation is rises.

Motivation can be increased both autonomously and as being designed. However the opposite concept, demotivation, does not contain intention and drive of person. (Gagne, M., Deci, L. E., 2005). Resource of motivation is formed as intrinsic or

extrinsic. In intrinsic motivational behavior, person has acts, resulted by personal willing and interests. Whereas in extrinsic motivational behavior, individual does not act intentionally. At this point acts of person means that obligation according to results of acts. During the intrinsic motivation, an individual finds his/her acts; exciting, enjoyable, interesting and fascinating. Furthermore, person has realizes this action independently from effects.

Self-determination theory includes three dimensions:

Autonomy: An individual can have possibilities for his choices.

Efficiency: An individual uses the abilities during actions; in addition to this, these actions might be performed through these abilities.

Social Relations: People communicate with eachothers; who are seen as valuable by others, and socialization is constituted through this relation.

If a person has movements, which include these three dimensions, he can be self-determinate. In case of work life, it is thought that employee's job satisfaction is affected by work engagement, autonomy related job and independent decision

Deci (2001) has studied autonomy, efficiency, social relations in America and Bulgaria in his research. Positive relations are found among work engagement, job satisfaction and job related Well-being in this research. Self-determination theory states that subjective Well-being is formed through certain social environmental conditions. Before doing an act, perceiving behavior as a need about situation, matters for motivated behaviors of person. The basic need evaluates different priorities as family, group and culture. However, the mutual point at groups, which has different moral and worth, gains at the point of similar basic needs, inevitably.

2.1.3. Types of Well-being

The concept of Well-being is classified as subjective, psychological, affective, spiritual, occupational and social Well-being. When some researchers mentioned Well-being as subjective Well-being, the other researchers handled Well-being as psychological Well-being. Horon (2007) defines Well-being as subjective Well-being. Strauser, Lustig, Çiftçi (2008) have explained Well-being through psychological Well-being notion. Well-being has consisted of happiness and misery emotions, which are concerned events and situations. At Well-being theory, which is occurred by Ryff (1989), clinical psychology and developmental psychology's notions are integrated. Therefore, psychological well-being comes over by individual mood between happiness and unhappiness. Feeling of happiness/unhappiness is a connection of evaluations about conditions of own life and experiences, Humans, who are pleased with their life, have positive evaluations about experiences. Meanwhile, it is thought that after positive evaluations, well-being becomes a latitude to this situation. In well-being, with pleasure feelings and intuition experience negative emotions which cannot be accepted, have been located in different axes (Bayram and fri., 2003).

Warr (1987, 1994) indicates that well-being notion includes affective well-being, purpose, empowerment and autonomy dimensions. Work related well-being is explained as a multidimensional concept. One of the factors, which are effective on work related well-being, is affective well-being (Horn, Taris, Schaufeli and Schreurs, 2004). Maslach (1993) states that work related well-being is depended to individual's emotional nature. In addition to this, Warr (1994) remarks that well-being at work life is mostly reflected by emotional dimension. Warr (1994) work related well-being contains two dimensions. While one axe of these two dimensions includes positive feelings, other axe contains negative. In figure 1; Warr (1990) claims that devising of primary Well-being through key vectors in two-dimensional space.

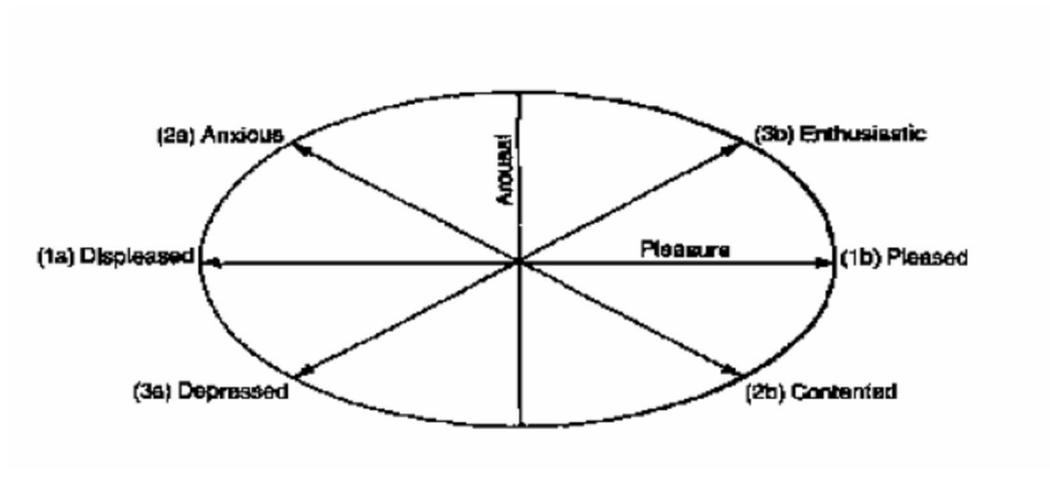


Figure 1: Three Principles Axes for the Measurement of Affective Well-being (Warr,1990)

2.1.3.1. Subjective Well-being

Subjective well-being is consisted of results of evaluations about conditions and experiences of people. Camlan (1984) states that subjective well-being is a combination of comparisons, experiences and future oriented expectations. Subjective well-being occurs as related to being in positive mood of individual (Cummins, 2010). It consists of three dimensions: life satisfaction, existence of positive mood and absence of negative mood. This notion occurs through both emotional (Diener and Emmons, 1984) and cognitive evaluations (Andrews and Withey, 1976). Structure of the subjective well-being is formed particularly by work life. Related to job conditions, well-being of employee is affected by circumstances of peculiar to job. Warr (1994), basically, focuses on employee well-being in this theory.

2.1.3.2. Occupational Well-being

Occupational well-being has a different notion than the general concept of well-being. It is an affective state occurred depending on process at work life and it includes job related emotional, cognitive, behavioral, motivational and psychosomatically dimensions related to job. Dimensions, that are defined, has made up in the end of interaction of person-job. Moreover, most of the instruments, which are used for evaluating occupational well-being (job satisfaction, organizational commitment etc. scales), are principally determined as emotional dimension of well-being. Especially, conditions and possibilities of individual in certain work life have determinant role on occupational well-being. In occupational well-being, job satisfaction, commitment and work related well-being are assumed to have decisive roles. Reid (2005) explained that, occupational circumstances are relevant to individual's own conscious. Meanwhile, it is defined that the basic mechanism of a person is well-being, which contributes to work engagement. The notion of well-being is evaluated with detailed dimensions, such as having job-oriented autonomy and efficiency points.

2.1.3.3. Psychological Well-being

Psychological Well-being comprises of evaluations, which are associated to general perspective about life and experiences. Ryff (1989) suggests that psychological Well-being has six dimensions. These dimensions put in order as personal acceptance, environmental mastery, positive relations with others, and purpose in life, personal development and autonomy (Ryff and Keyes, 1995).

- 1. Personal acceptance:** It includes acceptances of individual himself and own experiences.
- 2. Environmental mastery:** This is depending on personal ability for managing situations that are in human's life. Meanwhile, it means to dealing with other people and conditions, out of life of individual.

3. **Autonomy:** It forms when people have autonomy for deciding independently that means they decides according to having acted depended to self-value and ideas.
4. **Positive relations with others:** This dimension includes communication net of an individual that is provided by humans in person's social environment, this relation contributes to personal development. In addition to this, it includes to supporting relations for individual.
5. **Personal development:** It makes up through openness to new experiences by changing continuously renewed.
6. **Purpose in life:** Aim of human in life is concerned with approach of person; meaning of self-life is depending on worth to live.

2.1.3.4. Work Related Well-being

According to Warr (1990), work related Well-being classifies into two dimensions. It has made up with adjectives, which includes both positive and negative emotions. While first dimension includes adjectives such as depression and anger, second dimension comprises emotions such as enthusiasm and excitement. Work related Well-being is defined by two basic dimensions; pleasure and depression. Besides, difficultness related to job is a reason of anxiety and anxiety takes place between work related positive and negative emotions.

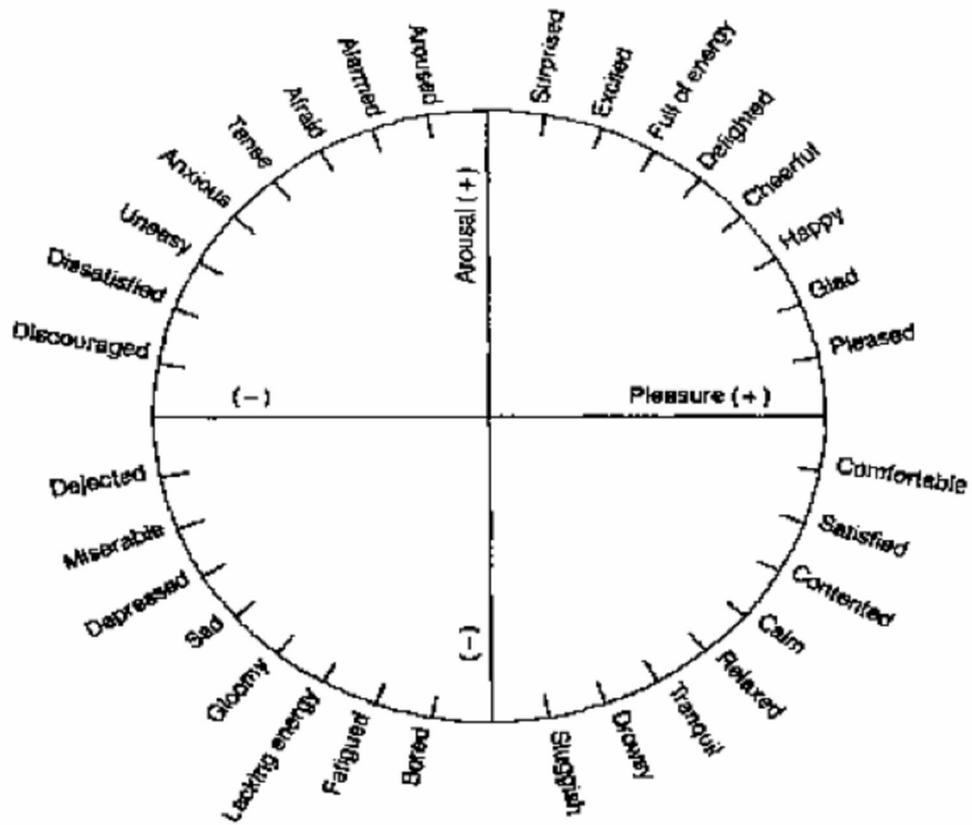


Figure 2: Two dimensional view of work related well-being (Warr, 1990).

Warr (2002) suggests that of work related Well-being has three dimensions. Accordingly, first dimension is pleasure- displeasure, second dimension is anxiety and third dimension is enthusiasm – depression. Warr’s (2002) concept of Well-being includes the context in work life. Well-being effect on human differentiates depending on emotions, which are lived short term and long term. While happiness is a short-term experience that well-being means to a fact of pleasure . Self-contentment bases on more sustained experience. Therefore, sustainable mood of person relies on process of well-being (Warr, 1999; Russell and Carroll, 1999). The concept of self-contentment is at positive tail, it is subjective determinant about how to person experiences it. Anger, neuroticism and stress are ranked as negative edge (Watson, 2000). As Well-being is defined as a bipolar multidimensional concept in literature (Bal, 2008; Cifre and

Salanova, 2002). Well-being at work life is affected by physical and situational conditions. Situations at work life might be effective on work related Well-being.

2.2. JOB INSECURITY

Job insecurity is one of the important pressures at work life. It is treated as a research topic in organizational psychology (De Cuyper, Bernhard-Oettel, Berntson, De Witte, Alarco, 2008). There are various descriptions of job insecurity in literature. Greenhalgh & Rosenblatt (1984) define job insecurity as 'having threat about existence of job in the future, inadequacy for continuing of job sustainability'. Davy, Kinicki and Scheck (1997) describe it as expectancies of people on the entity of a job in the future. Van Vuuren (1990), De Witte (1999) explain that 'as anxiety about sustaining of entity of job'. Depending on job insecurity, individuals have the feeling of uncertainty about their jobs increasingly (Burchell, 2002). One of the mutual points of job insecurity descriptions are emotion of anxiety and perception of uncertainty about the existence of job in the future.

Job insecurity forms related to uncertainty feeling of individual on existence of job in the future. Employees might have anxiety due to the possibility of losing their jobs. Moreover, work motivation and Well-being of employees might decrease at the end of this period.

Employees are affected concerned with job insecurity at work place. Meanwhile, job insecurity is thought as complicated fact, not only it impacts to employee at work place but also it might affect employee out of work (Sverke, Hellgren and Naswall, 2006). Job insecurity comprises of physiological discomforts, decreasing of Well-being, unfavorable job attitudes, behaviours that do not request at work place. Concerned with the individual consequences, higher feelings of job insecurity were found to correlate with poorer mental and physical health (Ashford, Lee & Bobko 1989; Barling & Kelloway, 1996; Chirumbolo & Hellgren, 2003; De Witte, 1999; Ferrie, Shipley, Marmot, Martikainen, Stansfeld & Smith, 2001; Heaney, Israel & House,

1994; Hellgren & Sverke, 2003; Hellgren, Sverke & Isaksson, 1999; Platt, Pavis & Akram, 1999; Roskies & Louis- Guerin, 1990; Strazdins, D'Souza, Lim, Broom & Rodgers, 2004), psychological distress and burn out (Dekker & Schaufeli, 1995; Probst, 2002), worse psychological moods (Burke, 1998), lower self esteem (Kinnunen, Feldt & Mauno, 2003), life dissatisfaction (Lim, 1996), spoiled marital and family relations (Fox & Chancey, 1998; Hughes & Galinsky, 1994; Larson, Wilson & Beley, 1994; Westman, Etzion & Danon, 2001; Wilson, Larson & Stone, 1993). The perception of job insecurity causes stressful environment in work place. Because of this stressful atmosphere, employees can be harmed by physically and psychologically. Both organizational development and job insecurity has influence on production, meanwhile performance of employees' decreases due to this circumstance. Considering qualified employees, when they perceive job insecurity in organization, they seek alternative jobs, job insecurity constitutes serious organizational threat that can result losing qualified employees.

Hartley and others (1991) propose that job insecurity and losing job, are two different notions Especially, employees that perceive job insecurity experience more anxiety than unemployed ones Other difference is, once job insecurity becomes chronicle, losing job becomes a period which is expected to be completed employees. During job insecurity, anxiety in work life that is negatively experienced as losing job, anxiety of employee disappears by losing job after this anxiety period.

Job insecurity is described with two descriptions as objective job insecurity and subjective job insecurity (Klandermans & van Vuuren, 1999). Subjective job insecurity is related to uncertainty perception of employee about entity of job in the future. This perception ensues related to conditions and evaluations of employees. Objective job insecurity has contained anxiety of employees on existence of their jobs In addition to this, objective job insecurity might be seen due to country's economical condition. Part time, temporary and illegal employees come upon objective job insecurity, subjective job insecurity is formed because of having anxiety and worry about future, and employees would maintain their job (De Witte, Naswell, 2003). Objective job insecurity consists result of perceiving threat about job's existence in the

future. Even if job could continue in the future, employees that perceives job insecurity, experienced unreal anxiety depending on employee's individual evaluation. Significant relationship has found between objective and subjective job insecurity,

When employees who perceive job insecurity are observed, there are some differences found on the level of perceiving job insecurity because individuals may perceive job insecurity at different extents. (Greenhalgh & Rosenblatt, 1984; Klandermans & Van Vuuren, 1999; Hartley et al., 1991; Rosenblatt & Ruvio, 1996). In addition to this, perception of job insecurity differs according to personal traits. Therefore, some employees may perceive job insecurity even though there is no matter of job insecurity in the work environment. When employees are fired, or informed about possibilities of losing their jobs, they began to search to alternative career opportunities. At this situation, employees struggle with possible results of this event; they also get into action for not their losing job opportunities. Employees, who are in such situation, has two selections: Preserving job or losing it . At the end, employees might have to deal with this uncertainty. According to two meta analysis (Cheng and Chan, 2008; Gilboa, Shirom, Fried, and Cooper, 2008), negative correlation was found between job insecurity and performance. Cheng and Chan (2008) confirmed that .21 level of significance in the relationship between job insecurity and performance were found. Gilboa and others (2008) defined that there has been negative relation between job insecurity and performance. According to this, between job insecurity and semi-proportional performance, -.18 level of significance in the relationship was found. -.19 level of significance relationship was discovered. Since job insecurity affects work performance, we can determine that job insecurity has negative effects on performance of employee in work place. Here, organizations should make provision for preventing to this situation. This can be made through researching moderator notion in job insecurity and performance relationship. Job insecurity and typical tensional situations such as psychological Well-being, mental health and strain relations have exerted in most of the research about job insecurity (Naswall, Sverke, Hellgren, 2003). According to the research which are on job insecurity, job insecurity is seen to cause damaging mental and physical health (De Witte, 1999), burnout (Dekker and Schaufeli, 1995), life dissatisfaction (Lim, 1996), high blood pressure (Burchell, 1994), using of more

medicine (Roskies and Lous- Guerin, 1990) and occurrence of ischemic heart disease. Kinnunen (2000) defines that most of researches on job insecurity focuses on negative effects of job insecurity on individual and organization. These researches suggest to negative correlation between job insecurity and organizational attitudes. Meanwhile, other researchers find negative correlation among job insecurity and employee health and Well-being (Hellgren and oth., 1999; Jonge and oth., 2000; Sverke and oth., 2002; Hellgren and Sverke, 2003; Cheng and oth., 2005; Nooney, 2005; Storseth, 2006; Lau and Knardahl, 2008; Cuyper and oth., 2008).

Storseth (2006) claimed that job insecurity is been relevant to damaging physical and mental health. Job insecurity, has serious effects on employees and organizations. Aytaç and Keser (2004), name the effect of unemployment on psychology of employee as unemployment anxiety. Jacobson and Hartley (1991) claimed that job insecurity is usually perceived by part time and temporary employees. Besides employees, who work in spite of absence of permanent business contracts. The second group, in which job insecurity is perceived, job insecurity eventuates through employee groups who have not enough occupational knowledge, expertness and vocational experience. The last group is formed by employees who are yet in training term.

2.2.1. Components of Job Insecurity

One of the basic components of job insecurity is uncertainty. When uncertain conditions are evaluated by person, uncertain situations and events are seen to cause decreasing of personal control in certain conditions. In addition to this, individual has perception of helplessness related to the situation and this condition might not be solved (Wichert, 2001).

Milliken (1984) classified uncertainty into three types in the case of job insecurity.

- a) Uncertainty of conditions
- b) Uncertainty of environmental effects

c) Uncertainty of reactions

a) Uncertainty of conditions: Uncertainty makes up due to organizational restructuring. For instance, new decisions depending on downsizing and restructuring are reasons of uncertainty. Dismissals, payroll deductions, regression at working conditions cause increase of uncertain conditions related to these decisions.

b) Uncertainty of environmental effects: Uncertainty occurs depending on insufficient knowledge about sustainability of job insecurity. Thus, when environmental conditions assesses, job insecurity does not have specific descriptions. This uncertainty come up as a result of sudden and uncontrolled circumstances. Possibility of economic crisis and technological developments determines among reasons of environmental effects.

c) Uncertainty of reactions: Providing useful and effective choices have require job security and job's sustainability. Here, the crucial point is not knowing the right action for providing job security. Struggling for employee's future require dealing with stress during job insecurity. Because uncertainty of reactions, result of employee's struggle is not known at the end of this situation.

Holm and Howland (1995) suggest that reasons of increasing job insecurity come from organizational changes, decreasing of empowerment and autonomy, alternative career opportunities and providing less income. Institutional functioning and working conditions have influence on job insecurity. In accordance to expectancy- value theory of Vroom (1984), the extent to which the quality of job insecurity is important, affects the perception of importance about the job. Job insecurity would be experienced according to the value which is put emphasize on job (Ashford and others, 1985). Here, one of the important point is meaning, which is been formed related to job by individual. Depending on meaning of job for employee, value for own-job will comprise and perception of loss is affected by this situation.

Klandermans (1991) is asserted those results:

- ❖ If employees trust management at organization, employees feel safe about job's existing in the future and Employees, who think that working situation is determined by exterior factors, perceive external control mechanism Therefore, these people experience more the feeling of job insecurity.
- ❖ Personnels, who have worries related to the quality of job, have perceived more job insecurity than others have. Working at only specific terms of year and existing short-termed job are given as examples for this situation.
- ❖ Components that are effective on the perception of job insecurity are defined as financial conditions, which people have, circumstance of having effective position, being young and well educated (Ferrie and oth., 2001)

Differences at working conditions such as transfer of work place and temporary layoff, leave without pay, affect to perception of job insecurity (Kinnunen, 1999). Variables that are effective on perceived job insecurity have classified at three groups.

1. Environmental and organizational factors: Existing of organizational change and communication are among these factors.
2. Individual threats: Among these characteristics; age, education level, gender and socio- economical level have effects the perception of job insecurity.
3. Personality traits: locus of control optimism/ pessimism are effective on detection of job insecurity.

2.2.2. Results of Job Insecurity

Job insecurity is a reason of abrasive effects on employees as psychological and physical. Therefore, job insecurity is a notion that employee experiences pressure related to it. Depending on this, job insecurity brings about harmful situations in terms of employee and organization. According to their researchs about job insecurity,

Ashford and others (1989), stated that job insecurity causes to decreasing of job satisfaction. Insecure working conditions might impress not only job's future but also organizational commitment. Besides work engagement decreases for these conditions (Greenhalgh and Sutton, 1991). Low trust to management (Borg and Elizur, 1992), high turnover, decreasing of performance and increasing of tardiness and tiredness, change at safety behavior (Hellgren and oth., 1999), might be predicted in the future depending on job insecurity.

Job insecurity, as a negative concept, disrupts employee's health. It particularly causes many somatic complaints as a result of unemployment anxiety it is explained that job insecurity emerge psychological strains (Strazdins and oth., 2004). Önder and Wasti (2002) found significant negative correlation between satisfaction of job security and stress level.

2.3. SOCIAL SUPPORT

Human fact is inevitably in our life. Whether at work life, or at family life, life continues with in-group. At this point, human's relations with others, which is social entity, affects to life of individual. Particularly, basic needs have evaluated, for meeting the needs of, love, respect, belonging, safety, entity of other in other words human's existing has been compulsory. Through social support concept, individuals believe in being safe and being loved and opportunities that individuals would provide to help for a rough ride (Lepore, Evans and Schneider, 1991). Florian, Mikulincer and Bucholtz (1995) stated that social support is described 'providing consolation, help and information through legal and illegal ways and it is expressed as a multidimensional construct.

As Ben-David and Leichtentritt (1999) explained social support as 'supplying person's social needs is depending on interaction with others' in the way. As they are known, basic social needs are love, respect or being accepted, feeling identity and being

safe. Multidimensional social support is mutual interaction that supplying of this need is evaluated as a target. Today, one of the mechanisms for dealing with difficult conditions is social support as bio- psycho- social entity for human. Social support has essential quality during stressful events and adapted to these situations. Social support affords possibility of psychological wellness, in addition to this, for being decreasing of psychological problems, social support is seen as crucial resource (Cheung, 1995, Demeray and Malecki, 2003, Gökler, 2007). Well relations and social support does not provide to subjective Well-being , even if it has been defended that without social support and qualified relation, individual would be less happy (Diener, Diener and Tamir, 2004). In accordance to Lambert (1989), during difficult life events, social support is elicited by family and friends, has matter excessively. When happy and unhappy people are compared, results show that happy people have more powerful friendship and family support, love relations and have always strong acquaintance relations than others (Diener, Diener&Tamir,2004). According to findings were gained by this research, in spite of having better physical conditions, American Homeless's well-being was found lower level than Indians (Diener, Diener and Tamir, 2004). Consequently, different factors, which have effect on subjective Well-being , have acquired currency.

Adler (1964) suggested that importance dimension of self-esteem is social interest for developing of self- esteem. According to Adler, when person has not strong social contacts, will not have high self-esteem; self-esteem can realize with collaboration of social environment. Social ties have played screen role for prohibiting from damaging effects of stress, in addition to this, social support has direct relation with physical and psychological differences (Kessler, Price, Vortman, 1985; Broodhead and Fri., 1983; Tardy, 1985; Zimet, Dahlem and Fri., 1985; Cohen and Wills, 1985). Social support brings in trust to individual and provided contributions to individual's life. Even it arranges possibility to struggling with circumstances more effective, when individual meets stressful events (Etzion, 1984; Torun, 1995).

Social support forms through being discovered wide social tie. Effect on individual develops with social affirmation. Social support is effective on personal acceptance and psychological Well-being. Mental and physical health of person is

affected positively through social ties and relations. Thoits (1986) suggested that while struggling with stressful life events, support that is provided by environment, has influence on struggle types of individual against to stressful circumstances. According to results of the researches, social support has crucial role on decreasing of job related stress experience and work- family conflict (Goff, Mount and Jamison, 1990; Thomas and Gangster, 1995). Particularly, in Meta analysis research for discovering effect of employee's social support on job related stress oriented, it has confirmed that social support provided tolerating of negative situation (Viswesvaran, Sanchez and Fisher, 1999). In accordance to Kreps (1993), qualitative and quantitative methods are necessary for evaluating of social support.

Qualitative measures contain number of person that will help and frequency of meeting with this people, this type of social support has described as structural support, perceptibly. As quantitative measures at abstract dimension, it determines depending on support, which is taken by others how much is efficient as emotional, cognitive from the point of financial dimension (Torun, 1995).

2.3.1. Types of Social Support

- 1) **Instrumental Support:** It includes providing conditions as financial support and concrete. It forms elements of money, job, time and environmental aid. In extent to which providing this support, money, ware, granting, circumstances, which include to shopping or charring etc. for person are necessary.
- 2) **Emotional support:** It contains facts of being loved, liked, and empathized and seen value. At literature, it defines as enunciatively support, worthiness support, and close support.

- 3) **Widespread support:** It explains as types of social support, which are contained dimensions of spending time with other people at free times, enjoying, relaxing, and social friendship. It contains quality of support more than general context.
- 4) **Informational support:** It involves behaviors, which are advising to individual of solving problems, which develops at self-environment and personal issues, consulting and personal feedbacks. In which situations person experiences ineffective for living stress by one, this support give opportunity for individual to can win possibilities of new solutions. Informational support is provided through being interested in individuals who have stressful experience, guiding, advising (Cohen, 2004).

As House (1981) classified to instrumental, emotional, informational and appraisal social support according to quality of support (Banaz, 1992). In accordance to House (1981), Cohen and Mc. Kay (1984), social support arranges harmony and individual can perceive as valuable through creative of positive and protective balance. In addition to this, it would procure opportunity for overcoming negative experiences (economical, legal etc.) and increased psychological and physical difficulties depend on being supported from the others of individual (Cohen and Wills, 1985).

2.3.2. Patterns of Social Support

There are many of the researches, which are about influences of social support on health. At these researches, three different patterns, which explain that social support's impact on health and well-being, were been determined. These patterns were those:

- 1) Main Effect Model
- 2) Buffering Effect Model
- 3) Independent Effects of Social Support and Negative Life Events from Each others

1) Main Effect Model: Being direct relation between social support and health is asserted. This model suggests that social support has positive effect on physical health and Well-being in all conditions. Main effect model suggests that when lacking of social support is seen, it might cause to negative effect on individual. Without having social support has suggested as situation, which might create negative effect (Cohen and Wills, 1985). Main Effect Model is unique model that defends social support's impact on health directly.

2) Buffering Effect Model: Most important function of social support is decreasing of damages that stressful life events' brings about and as protecting of psychological health. When stressful events are not been, there is not found any relationship between social support, health and Well-being. However, during high stressful events, social support has buffering task through facilitating to deal with conditions and adaptation of individual to stressful circumstance. Supplying from friend and acquaintance for dealing with problems, supporting of them describes as buffering effect of social support. Supplying from others enables to be seen of events less threatens and developing of person's struggling capacity.

3) Independent Effects of Social Support and Negative Life Events from Each Other's: It suggests that social support and negative life events have impacts on physical health and Well-being as independent from each others. This model determines that social support will not be concerned with inefficiency of social support, stressful life events and decreasing of Well-being (Güngör, 1996).

The Relationship between social support and anxiety, that was done at school of nursing by Okanlı (1999) evaluated at research. At this research, data was gained from 1st. 2nd. 3rd. 4th. class of 303 students. Students' level of perceived social support from family, result that differentiated according to their age, class level, number of fraternal, education level of mother and father, had gained. With respect to research's result, when perceived support from family, friends of students has decreased, fact was maintained that level of anxiety increased. At research, which was done by Ünsal (1995), with perceived support of lecturers who worked at university and secretary of

department surveyed in respect of psychological health job and gender. According to research's findings; consistent relations was found between social support functions. To completing of data of furthest social support classified according to providing range spouses, than friends, colleagues, minister of department and students.

Social support at work place and psychological health variables demonstrate more significant and consistent relations than job dissatisfaction, job stress, psychological strain and social support resource out of job, with each others. Clark (2003) has explained that unemployed individuals had low subjective Well-being situation. Unemployed situation has negative effect on Well-being, Social support is appraised as relevant with burnout, that support that is more social would give rise to decrease of burnout (Greenglass, Fiksenbaum, Burke, 1994; Kahill, 1986; Koniarek and Dudek, 1996). Particularly, supplying support from chief is found related to low burnout level. It is defined that social support, which has provided by family and friends; it has less impact at increasing of burnout (Huebner, 1994; Ross, Altmaier, Russell, 1989; Russell, Altmaier and Van Velzen, 1987).

According to research's results emphasizes that providing social support from family, friends is relevant with high personal achievement (Koniarek and Dudek, 1996). At functional support model, Wills (1990) suggests that close relations has providing to support for dealing with stress, through these relations, individual explains to self problems, shared to worries and has suggestions for solving of problem which is experienced by individual. Functional support model purports that close relations through using of effective dealing methods has provided Well-being .

2.3.3. Theoretical Framework and Aim of the Study

Work related Well-being is dependent variable of this study. Well-being concept bases on experiences of individual and future oriented positive implications, and it is defined as positive notion in literature. Especially, work related well-being that is about evaluation of mood of employee about work life, is examined in this study. Job insecurity is the independent variable of this research; which rises damaging of

employee, as past studies is taken up as reference on this issue. It has thought that if employee is exposed to job insecurity, he would experience deleterious effects of this circumstance, also has psychological damages related to losing of self- job. This study aims at discovering of confusions on work related well-being on employee, who is exposed to job insecurity. It is predicted that employees, who perceive job insecurity as individually, thus this condition might affect to employee psychologically and physiologically. Most of the research, which is done about job insecurity, claims that job insecurity would cause disruption on well- being and attitudes of employee during organizational life cycle (Ashford, Lee and Bobko, 1989; Davy, Kinicki and Scheck, 1997; Rosenblatt, Talmud and Ruvio, 1999; Sverke and Hellgren, 2001, Barling and Kelloway, 1996; De Witte, 1999; Kinnunen, Mauno, Nätti and Happonen, 1999; Mohr, 2000, Greenhalgh and Rosenblatt, 1984; Kets de Vries and Balazs, 1997). At this point, it is researched in this study that employee who perceives to job insecurity, will probably have damages at well-being. As moderator variable, social support variable is examined its contribution to relationship between dependent and independent variable of the research.

One of the most determinants of well-being fact is social support. In accordance to researchs, they define that if person has possibility for having social support, he will probably be in a positive mood. Greenhalgh and Rosenblatt (1984) expected to have a moderating effect is the support from others in the social environment. The literature on other sources of stress at work presents evidence of a moderating effect of social support on the relation between stress and stress reactions. Based on this, Greenhalgh and Rosenblatt (1984) hypothesized a buffering effect of social support on the relation between job insecurity and the negative results for individual employees. In line with this, Lim (1996) found evidence for moderating effects of both work-based social support (support from colleagues and supervisors) and non work-based social support (support from family and friends) on the relationship between job insecurity and several outcome variables. Lim's (1996) study indicates that support provided by others at work contributes to buffering insecure employees against job dissatisfaction, proactive job search and non-compliant behaviors at work. Moreover, support derived from family and friends can buffer insecure employees

against negative effects such as life dissatisfaction. Social support's role on employee, who has perceived job insecurity and lived stressful effects of job insecurity, being buffered of job insecurity through social support's role has been discovered in this research. Büssing (1999) reports that support from friends has a stronger moderating effect on indicators of well-being & health, while support from supervisor and colleagues has a moderating effect on job dissatisfaction. Therefore, support seems to generate a powerful moderator of the associations between job insecurity and different outcome variables. It is assumed that job insecurity fact has negative effect on work related Well-being, it researches whether individual could tolerate to stressful disruptions through buffering role of social support on stressful circumstances. Work related Well-being is postulated as positive concept but job insecurity notion is assumed as of negative purport. Job insecurity has leaded to live stress of employee. It is expected that due to having stressful working conditions, employee would probably has damages on Well-being .

2.3.4. Hypothesises

Hypothesis 1: There is a negative correlation between job insecurity and job related well-being.

Hypothesis 2: There is a contribution of social support on the relationship between job insecurity and job related Well-being .

2.3.5. Research Model

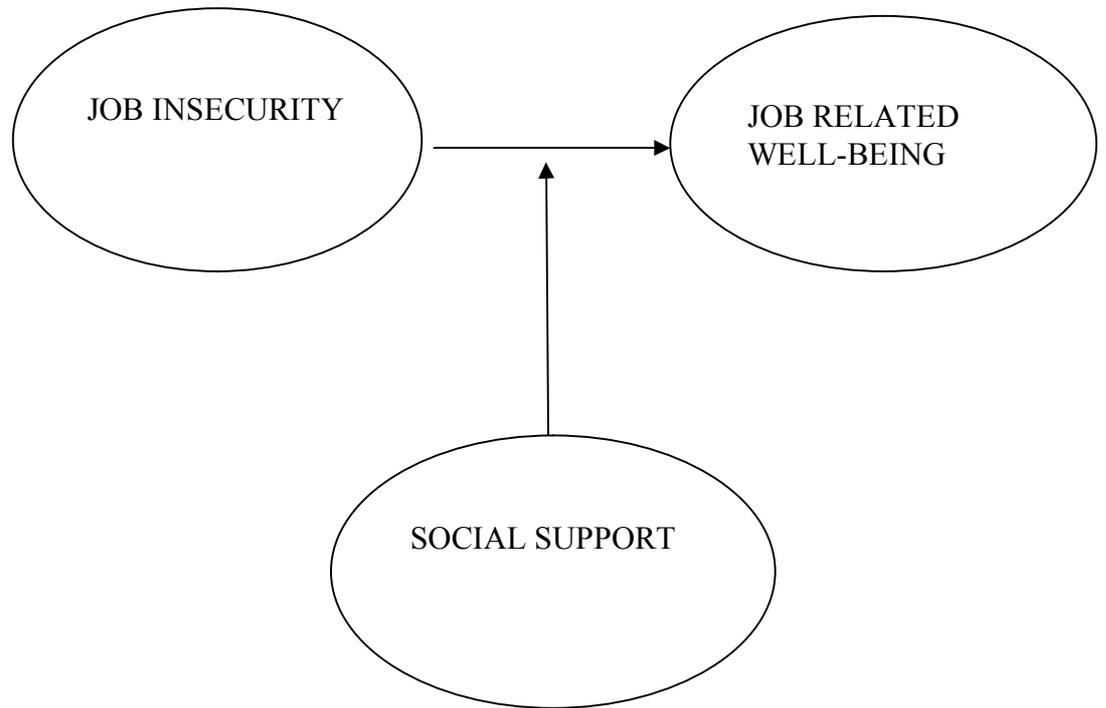


Figure 3: Research Model

3. METHOD

3.1. Sample

Convenience sampling was used in this study. Demographical characteristics of participants are given in Table 1. Among the participants, ninety-six (47.3%) are female, and one hundred-seven (52.7%), male, 109 of participants were married and 94, single. Educational level of participant group range from high school to graduate. 99 of the participants have worked as experienced employees, 104 of the participants are contractual employees. 43 participants have worked in public sector, 160 participants have worked in private sector. 174 participants were informed about unemployment fund, 29 participants were not.

By the demographical questions, participant's gender, age, marital status, institutions in which has been worked, working conditions, tenure, informed about unemployment fund, organization size are interrogated.

Table 1: Frequency Distribution of Demographical Variables

Characteristics		Frequency	Percent
Gender (N:203)	Female	96	47.3
	Male	107	52.7
	Total	203	100
Marital Status	Married	109	53.7
	Single	94	46.3
	Total	203	100
Educational Level	High school	56	27.6
	Bachelor's	49	24.1
	Undergraduate	83	40.9
	Graduate	15	7.4
	Total	203	100
Sector	Public	43	21.2
	Private	160	78.8
	Total	203	100

3.2. Instruments

The questionnaire used in this study consists of four sections. Three scales were used in this study: Job related Well-being, multidimensional perceived social support and job insecurity.

Work Related Well-being Scale: Questions of work related well-being were asked in the first section of the survey. Warr (1987, 1990) designed work related well-being scale through two dimensions which were called pleasure- arousal. This scale was formed by twelve adjectives. Items in the scale were evaluated through adverb expressions with six points likert scale from 'Never to always'. Items of work related well-being were preceded by the question , 'Thinking of the past few weeks, how much of the time has your job made you feel each of the following'. According to this, the adjectives have been in anxiety- contentment dimension: this dimension was assessed through adjectives : tense, uneasy, worried, calm, contented and relaxed .Responses to first three items of anxiety-contentment dimension were put in reverse Again six adjectives have been in the other dimension of the scale, these were: depressed, gloomy, miserable, cheerful, enthusiastic and optimistic. Same reverse scored approval was done for this items of the scale. Having used work related well-being scale in the research was translated to Turkish in a doctorate thesis (Bal, 2008). Work related Well-being scale was presented in Appendix.

Multidimensional Perceived Support Scale: Multidimensional perceived social support scale was carried out at the second part of the study. Multidimensional perceived social support scale was designed by Zimet, Dahlem and friends. The scale included twelve items, meanwhile this twelve items were constitute three dimensions. The items; 3,4, 8, 11 question family support; 6,7,9,12,friend support; 1,2,5,10, other important person support . The scale of the social support assess three types of social support. Multidimensional perceived support scale was presented in Appendix.

Job Insecurity Scale: Job insecurity is questioned in the third part of the scale. Job insecurity scale, which includes 7 items, is developed by Sverke and Hellgren, 2003; Storseth, 2006. Job insecurity scale was used in the study of Baran, Kanten, Kanten, Yaşlıoğlu, 2008. Turkish translation of the scale was done in this study (Baran, Kanten, Kanten and Yaşlıoğlu, 2008). Job insecurity scale has carried out by seven items. This variable is measured with a 7 item scale, response alternatives ranging from 1 to 6((1)= Strongly disagree, (2)= Disagree, (3)= Slightly disagree, (4)= Slightly agree, (5)=Agree, (6)= Strongly disagree. Job insecurity scale was presented in Appendix.

Demography: Demographic characteristics of the respondents were collected in the fourth part of the study. Demographical questions consist of gender, age, marital status, educational level, name of organization, working condition, being informed about unemployment fund. Form of demographical evaluation section was presented in Appendix.

3.3. Data Collection

The survey were distributed to two hundred -twenty people. Participants have worked in various private sectors such as energy law, commerce, health., etc. Certain companies were asked to participate in the research before conducting the survey. The survey was distributed to the participants by hand. Consequently 203 responses were gained.

3.4. Data Analysis

Results of this study were evaluated using the Statistical Package for the Social Sciences (SPSS) version 15.0 for Windows With the aim of realizing this evaluation, some of the statistical practices were made. Factor analysis, reliability analysis, correlation analysis and regression analysis were conducted

4. RESULTS

4.1. Factor and Reliability Analysis of Work Related Well-being

It was seen that KMO Measure of sampling adequacy was found as .83. And Bartlette Test of Sphericity was significant .956, 793 ($p < 0.01$); which indicated that the data was adequate and appropriate to conduct factor analysis. 12 items were grouped under three factors. (Table 2) Three factors are seen to explain this variable 62 %. Factor 1 has explained 24.78% of the variance; factor 2, 24.26% and factor 3, 14.4%. Factor 1, which include 6 items, was named as negative mood Factor 2 has 4 items and it was named as energetic Lastly, factor 3 was named as calmness and it comprised only two items Cronbach Alpha value was found .79. for factor 1. Cronbach Alpha value was found .85 for factor 2. Cronbach Alpha value was found .76 for factor 3.

Table 2: Factor and Reliability Analysis of Work Related Well-being (N=203)

Number of item	Items and Factors	Factor Loadings	%Variance Explained	Alpha Value
Factor1:Negative Mood				
11	Bored	.801	%24.26	.79
5	Anxious	.710		
6	Worried	.708		
10	Dejected	.698		
12	Miserable	.583		
4	Uneasy	.600		
Factor 2: Energetic				
8	Optimistic	.751	%24.26	.85
9	Cheerful	.737		
7	Enthusiastic	.694		
1	Satisfied	.612		
Factor 3: Calmness				
2	Calm	.828	%14.04	.76
3	Relaxed	.746		
Bartlette Test: 956,793				
KMO Measure: .83				
Df: 66				
P: .000				

4.2. Factor and Reliability Analysis of Social Support

It was seen that KMO Measure of sampling adequacy was found as .81. And Bartlette Test of Sphericity was significant 1132, 283 ($p < 0.01$); which indicated that the data was adequate and appropriate to conduct factor analysis. 12 items were grouped under three factors. (Table 3) Three factors explained 68.1 % of the variance. Factor 1 has explained 38, 22% variance of the scale; whereas factor 2, 17, 95% and , factor 3 11,93%. Factor 1 was named as the support of other important people Factor 2 was named as friend support and it contains four items. Lastly, factor 3 was named as family support and it comprises two items Cronbach Alpha value was found .88 for factor 1. Cronbach Alpha value was found .81 for factor 2. Cronbach Alpha value was found .78 for factor 3.

Table 3: Factor and Reliability Analysis of Social Support (N=203)

	Items	Factor Loadings	%Variance Explained	Alpha Value
Factor 1: Other important person				
2	Except of my family and friends, there is someone, who I can tell my joy and my sorrow.	,892	%38.22	.88
1	Except my family and friends, there is someone, who is with me, when I need.	,871		
5	Except my family and friends, there is someone, who really reliefs me.	,832		
10	Except my family and friends, there is someone, who cares for my emotions.	,791		
Factor 2: Friend Support				
6	My friends really try to help to me.	,801	%17.95	.81
9	I have friends, who I can tell my happiness and my sorrow.	,790		
12	I can tell my problems to my friends.	,773		
7	When things went badly, I could trust to my friends.	,702		
Factor 3: Family Support				
3	My family really try to help me.	,852	%11.93	.78
4	I have emotional support, which I need, through my family.	,771		
11	My family is willing to help about deciding of my decisions.	,717		
8	I can talk my problems with my family.	,688		
Bartlette Test: 1132, 283				
Df: 66				
P: .000				

4.3. Factor and Reliability Analysis of Job Insecurity

It was seen that KMO Measure of sampling adequacy was found as .85. And Bartlette Test of Sphericity was significant 524,666 ($p < 0.01$); which indicated that the data was adequate and appropriate to conduct factor analysis. Seven items were grouped under a single factor (Table 4). This factor explains 52.7% of the variance. Cronbach Alpha value was found as .84 for job insecurity.

Table 4: Factor and Reliability Analysis of Job Insecurity (N=203)

	Items	Factor Loadings	%Variance Explained	Alpha Value
Factor 1: Job Insecurity				
3	I feel uneasy about losing my job in the near future.	.831	%52.7	.84
2	There is a risk that I will have to leave my present job in the year to come.	.790		
4	Cutbacks are frequently discussed.	.755		
6	It is a risk for company closedown.	.739		
1	I am worried about having to leave my job before I would like to.	.659		
5	Departments have been/may be merged.	.655		
7	There are rumours concerning changes at workplace.	.629		
Bartlette Test: 1132,283				
KMO Measure: .85				
Df: 21				
P: .000				

4.4. Correlation Analysis

Correlation analysis was conducted for the purpose of evaluating relations between variables. Results of the correlation analysis are shown that low significant negative correlation was found between the factors of work related well-being that are being energetic and negative mood- and job insecurity. In addition to this low significant correlation was found between calmness and being energetic dimension of work related wellbeing and friend support. Descriptive statistical findings about variables of the research is presented in Table 5.

Table 5: Correlation Values Among Job Insecurity, Social Support and Well-being

****p< 0.01**

*** p< 0.05**

	Mean	SD	1	2	3	4	5	6	7
1. Calmness	3,564	1,188	1						
2. Being energetic	4,214	1,176	.462**	1					
3. Negative Mood	4,674	.814	.343**	.391**	1				
4. Job Insecurity	2,380	1,170	-.114	-.329**	-.259*	1			
5. Family Support	5,342	.854	.123	.127	.093	-.026	1		
6. Friend Support	5,038	.954	.141*	.147*	.057	.055	.440**	1	
7. The other important person support	4,561	1,484	.049	.141	0.72	.017	.247**	.373**	1

4.5. Hierarchical Regression Analysis

The First hypothesis of the research was formed as job insecurity, which was thought to affect work related well-being negatively. In the second hypothesis, the moderator effect of social support on the relationship between job insecurity and work related well-being was analyzed. Effects of work related Well-being and social support were investigated at first regression analysis, meanwhile the effective role of social support on job insecurity and work related Well-being relationship was appraised. Job insecurity affected work related Well-being negatively. [(Beta=-.325), (p<0.05)]. Social support influences work related Well-being positively. [(Beta=-.168), (p<0.05)]. Any significant interaction between job insecurity and social support was not observed. The results of the analysis have shown that social support could not play as a moderator role in this relationship (Table 6).

Table 6: Results of Regression Analysis Concerning Effects of Job Insecurity and Social Support Variables on Work Related Well-being

Dependent Variable: Job related Well-being				
	Variables	Beta	t	p
Step 1	Job Insecurity	-0,325	-4,951	0,000
	Social Support	-0.168	2,554	0,011
R=0,369 ; R2=0,13; F=15,768				
Step 2	Job Insecurity	-0.325***	-4.939	0,000
	Social support	0,168**	2,552	0,011
	Job Insecurity*Social Support	0,011	-0.165	0,869
R=0,369 ; R2=0,136 ; F=10,470				

According to the findings that were gained from the factor analysis; work related Well-being is found to be divided into three factors: Being energetic, negative mood and calmness. Hypotheses of the research was assessed as being considered in another regression analysis. If social support which was the independent variable of the research were classified as three dimensions as family, friend and the other person support. Contribution of research variables were presented in respect of this evaluation in Table 7.

Table 7: Analysis Results Concerning Effects of Sub-dimensions of Social Support and Job Insecurity on Being Energetic

Dependent Variable: Being Energetic (Work Related Well-being Dimension)				
Variables	Beta	t	p	
Job Insecurity	-,326	-4,929	0,000	
Family Support	,066	,893	0,373	
Friend Support	,061	,788	0,432	
Other Important Person Support	,107	1,500	0,135	

R=0,374 ; R2=0,401; F=8,026

As to these results, while job insecurity significantly affect being energetic in a negative way (Beta=-.326; $p < .005$). The effect sub-dimensions of social support dimensions were not found as significant. The factor, calmness and the variables of the research were analyzed by another regression analysis. According to results, job insecurity significantly affect to calmness sub-dimension of work related Well-being in a negative way (Beta= -.325; $p < .005$). However, any significant effect of sub-dimensions of social support variables was not found (Table 8).

Table 8: Analysis Results Concerning Effect on Calmness

Dependent Variable: Calmness				
Variables	Beta	t	p	
Job Insecurity	-,325	-4,914	0,000	
Family Support	,093	1,258	0,210	
Friend Support	,049	,637	0,525	
Other Important Person Support	,085	1,188	0,236	

R=0,371 ; R2=0,375; Step 1: F=7,881 Step 2: F=4,560

Lastly, effects of sub dimensions of social support and job insecurity were analyzed on the sub dimension of job related well-being that was negative mood in another

regression analysis. Job insecurity affected to negative mood as significant, negatively [(Beta=--.259), (p<0.05)] Merely, none of the sub-dimensions of social support was not found as effectual on the dependent variables (Table 9).

Table 9: Regression Analysis Results Concerning Effect on Negative Mood

Dependent Variable: Negative Mood (Job Related Well-being Dimension)				
Variables	Beta	t	p	
Job Insecurity	-,259	-3,782	0,000	
Family Support	,078	1,016	0,311	
Friend Support	-,015	-,187	0,852	
Other Important Person Support	,063	,856	0,393	

R=0,279 ; R2=0,312; Step 1: F=4,184 Step 2: F=3,011

Lastly, demographic variables was analyzed; however the results were not found significant.

5. CONCLUSION and DISCUSSION

5.1. Discussion

The role of social support on relationship between job insecurity and work related well-being was examined in this research. The results of the factor analyze was revealed differently from the literature. Work related well-being was assessed as a three-factor construct. According to these results, emerging factors were called as “being energetic”, calmness” and “negative mood”. Correlation analyses showed that there are negative and significant relationships between the two factors of work related well-being (“being energetic” and “negative affect”) and job insecurity. It was found that no significant relationship between work related well-being and perceptions of family support, friend support and other important person social support. These results showed that H1 was partially supported. Regression analyses demonstrated that job insecurity affects work related well-being negatively. This conclusion was valid for each factor of job insecurity on each factor of work related well-being. In other words, employees who has perceived higher level of job insecurity were less likely to perceive work related well-being. Social support affected work related well-being positively although it did not play a moderator role in the relationship between job insecurity and work related well-being. Therefore, H2 which stated that moderator role of social support on job insecurity and work related Well-being relationship, was rejected.

Social support that was effective on stress, affects on variables of research was not found in literature. Social support provided to possibility of psychological wellness, moreover, this variable was suggested for being decreasing of psychological problems as crucial resource (Cheung, 1995, Demeray and Malecki, 2003, Gökler, 2007). In accordance to another research, it is found that social ties had screen role for prohibiting from damaging effects of stress (Kessler, Price, Vortman, 1985; Broodhead and Fri., 1983; Tardy, 1985; Zimet, Dahlem and Fri., 1985; Cohen and Wills, 1985). According to a meta analysis research for determining the effect of employee’s social support on job related stress it was confirmed that social support provide tolerating negative

situations (Viswesvaran, Sanchez and Fisher, 1999). Contrary to literature findings social support variable was not effective on job insecurity. Job insecurity contained stressful experience, but social support variable was not effective on this variable.

At the end of this study, different result was gained in accordance to literature findings. Especially, it was monitored that intensity of positive mood content responds about work related well-being. Responses of participants showed that there was not perception of job insecurity. Due to this, participants have work related Well-being. In accordance to this findings, role of the social support was not found. Therefore as a moderator, social support did not explain job insecurity and work related Well-being relationship. Different variables might be effective on this relationship.

According to findings of the research, the result was found that job insecurity did not explain to work related well-being accurately, work related Well-being gave out job insecurity partially. It means that there are other factors rather than job insecurity that explains work related well-being. While researches demonstrated that job insecurity was the most important determinant on the relation between employee health and well-being, this was not affirmed in this survey. Moreover, most of the studies suggested that to be perceived job insecurity impacted negatively on employee well-being (Ferrie et al., 1995). Bisig (2000) claimed that psychosocial stress was induced by perceived job insecurity had negative effects on different self-reported indicators of health and health-related behaviors.

According to research for evaluation of subjective well-being and personality traits, De Neve and Cooper (1998) extraversion and agreeableness, which were personal traits in Big Five Personality Test, had positive relationship with subjective well-being; there had been negative relationship between subjective Well-being and neuroticism. Besides, people who have been extraverted may obtain social support, easily. Most important predictors of subjective Well-being have been self-esteem (Franco & Levitt, 1998; Rosenfeld & Richman, 1998; Cha, 2003). Job insecurity and work related Well-being perception was made up by individual evaluations. Therefore, it has been assumed that personality traits might have role on evaluations on circumstances.

When demographical variables were evaluated according to their effects on work related Well-being, educational level did not have contribution on work related Well-being. Significant results were not yielded according to educational level. Meanwhile, significant result was not found for informed, non-informed about unemployment fund. One of the demographic variable that was marital status , significant result was not found for this variable, too. As dimensions of demography were tested, there was not found significant results.

5.2. Limitations and Recommendations

This study was conducted on a sample that was chosen among various organizations in both private and public sectors in Adana. Respondents might have hesitated to answer the questions honestly, because they were mostly about individual information. Variables of research were based on individual evaluations. Depending on this, results were gained as subjective. The examination of the mean values of the scales indicated that participants' high level of social desirability might play role in these results.

This study was tested for determining moderator role of social support on the relationship between work related Well-being and job insecurity relationship. While there was a negative and significant correlation between job insecurity and work related Well-being , there was not a moderator role of social support variable on this relationship. Therefore, it was predicted that different moderator variable might be investigated for further researches. Because, research findings showed that social support variable did not have influence on these two variables. Accordingly, new variable may be designed and evaluated for job insecurity and work related Well-being relationship.

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APPENDICES

Sayın Katılımcı,

Bu anket, Marmara Üniversitesi İngilizce İşletme Ana Bilim Dalı, Örgütsel Davranış Bilim Dalında gerçekleştirilmekte olan yüksek lisans tezinin araştırmasına veri sağlamak amacıyla hazırlanmıştır. Çalışanların çeşitli durumlar ile ilgili görüşlerini almayı amaçlamaktadır.

Cevaplayacağınız anket 4 bölümden oluşmaktadır. Bu çalışmaya katılan kişilerin vereceği her türlü bireysel bilgi tarafımızdan kesinlikle gizli tutulacak ve hiçbir kişi veya kuruma aktarılmayacaktır.

Lütfen hiçbir ifadeyi atlamadan ve boş bırakmadan değerlendirmenizi yapınız. Değerli zamanınızı ayırarak katıldığınız bu çalışmanın doğru ve anlamlı sonuçlara ulaşabilmesi için, ankette yer alan her bir soruyu gerekli özeni göstererek cevaplamanız büyük önem taşımaktadır.

Ankete katılarak bilime sağladığınız destek için teşekkür ederiz.

Tez danışmanı:Prof.Dr.Handan Kepir Sinangil

Yüksek lisans tez öğrencisi: Dilara Pepedil

1.Bölüm: Geçtiğimiz **son birkaç haftayı düşünerek**, işinizle ilgili olarak aşağıda yer alan ifadeleri ne sıklıkta hissettiğinizi uygun rakamı işaretleyerek belirtiniz.

(1)Her zaman (2)Hemen hemen her zaman (3)Çoğu zaman
(4)Bazen (5)Hemen hemen her zaman (6)Hiçbir zaman

	1	2	3	4	5	6
Memnun						
Sakin						
Rahat						
Gergin						
Tedirgin						
Endişeli						
Hevesli						
İyimser						
Neşeli						
Kederli						
Bunalmış						
Perişan						

2.Bölüm: Bu bölümdeki sorulara sosyal çevrenizdeki koşulları düşünerek sizin koşullarınızı en iyi tanımladığınızı düşündüğünüz numarayı işaretleyerek yanıtlayınız.

	1.Tamamen Katılıyorum	2.Çoğunlukla Katılıyorum	3..Oldukça Katılıyorum	4.Biraz Katılıyorum	5.Çok az Katılıyorum	6. Hiç Katılmıyorum
1. Ailem ve arkadaşlarım dışında ihtiyacım olduğunda yanımda olan bir insan (<i>örneğin, flört, nisanlı, sözlü, akraba, komsu, doktor</i>) var.						
2 Ailem ve arkadaşlarım dışında sevinç ve kederlerimi paylasabileceğim bir insan (<i>örneğin, flört,nisanlı, sözlü, akraba, komsu, doktor</i>) var.						
3. Ailem (<i>örneğin, annem, babam, esim, çocuklarım, kardeşlerim</i>) bana gerçekten yardımcı olmaya çalışır.						
4 . İhtiyacım olan duygusal yardımı ve desteği ailemden (<i>örneğin, annemden, babamdan , esimden , çocuklarımdan, kardeşlerimden</i>) alırım.						
5 . Ailem ve arkadaşlarım dışında beni gerçekten rahatlatan bir insan (<i>örneğin, flört, nisanlı, sözlü, akraba, komsu, doktor</i>) var.						
6 . Arkadaşlarım bana gerçekten yardımcı olmaya çalışırlar.						
7 .İsler kötü gittiğinde arkadaşlarıma güvenebilirim.						
8. Sorunlarımı ailemle (<i>örneğin, annemle, babamla, esimle, çocuklarımla,</i>						

<i>kardeslerimle)</i> konusabilirim.						
9 . Sevinç ve kederlerimi paylasabileceğim arkadaşlarım var.						
10 . Ailem ve arkadaşlarım dışında olan ve duygularıma önem veren insan (<i>örneğin, flört, nisanlı, sözlü, akraba, komsu, doktor</i>) var.						
11. Kararlarımı vermede ailem (<i>örneğin, annem, babam, esim, çocuklarım, kardeslerim</i>) bana yardımcı olmaya isteklidir.						
12 . Sorunlarımı arkadaşlarımla konuşabilirim.						

3.Bölüm :Çalışma koşullarınızı ve çalışma şartlarınızı düşünerek aşağıdaki soruları yanıtlayınız.

	1: Tamamen Katılıyorum	2:Çoğunlukla Katılıyorum	3: Oldukça Katılıyorum	4:Biraz Katılıyorum	5:Çok az katılıyorum	6: Hiç katılmıyorum
1.İstemediğim halde işimi bırakmak zorunda kalırsam diye endişelenmekteyim.						
2.Gelecek yıl mevcut işimden ayrılma riski var.						
3.Yakın gelecekte işimi kaybetme endişesi taşıyorum.						
4.Kesintiler sık sık tartışılmaktadır.						
5.Farklı departmanlar birleştirilerek küçülmeye gidilebilir.						
6.Şirketin kapanma riski var.						
7.İş yerindeki yapılacak değişiklikler hakkında dedikodular var.						

4. Bölüm: Demografik Bilgi Formu

(Lütfen formu eksiksiz doldurunuz.)

1)Yaş:

2)Cinsiyet: K E

3)Eğitim durumunuz Orta Okul
Lise
Yüksek okul
Lisans
Lisansüstü

4) Medeni durumunuz: Evli..... Bekar....

5)Toplam kaç yıldır çalışıyorsunuz ?.....

6) Kaç yıldır bu kuruluştaki çalışıyorsunuz?

7) Kuruluşunuzda kaç kişi çalışmaktadır?

8) Çalıştığınız kurum hangi sektörde? Kamu: Özel:

9) Çalıştığınız departman:.....

10) Göreviniz:

11) Çalışma durumunuz? Kadrolu.....Sözleşmeli

12) Çalıştığınız kurum kaç senedir faaliyet göstermektedir?

13) İşsizlik ödeneğinin varlığından haberdar mısınız?

APPENDICES 2: CV

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PERSONAL DATA

Date of Birth 01.01.1987
Place of Birth Adana/Turkey
Marital Status Single

WORK EXPERIENCE

2012-... **Çukurova- Mavi Special Education and Rehabilitation Center, Adana.** I am still continuing to work in family consultant position as a psychologist.

2010- 2012 **Duygu Mental Health Center, Adana.** I worked in the The Academy of Duygu Behavioral Sciences department as an industrial psychologist. I have been consulting and training for companies about about recruitment, struggling with job stress, well-being at Work life and communication psychology.

September 2008 - 2010 **Special Education & Rehabilitation Center of Sultangazi, Istanbul.** I worked as psychologist and I consulted families who had children with mental disabilities. Additionally I gave training about Having Positive Life Perspectives.

March 2007 **Yaşar Integrated Marketing, Istanbul.** I executed my internship in the Human Resources Department. I was assisting during recruitments and employee selections.

February 2008 **Bahıkh Rum Hospital, Istanbul.** I finished my internship in the area of group therapie. I was was responsible for drug users.

July to September 2005 **Internship at Yaprak Psychiatric Consultancy Center, Adana.** I was consulting all type of clients with psychological problems.

EDUCATIONAL BACKGROUND

2009- current

Marmara University, İSTANBUL
Master Programme - Organizational Behavior

2004-2008

İstanbul University, İSTANBUL
Faculty of Arts – Psychology Dept.

2000-2004

İncirlik High School, ADANA
Foreign Language Intensive High School

COMPUTER KNOWLEDGE FOREIGN LANGUAGE

Excel, Power Point, Word

English: Upper intermediate, British Side Language School – English Lang. certificate

German: Basic, Discover Education Center – German Lang. Certificate

Spanish: Basic

CERTIFICATES

- Workshop about Organisational Behaviour and Human Resources Advance Resarches, **Paris 2011.**

- Education Programm for HR and labor law, **Istanbul 2011.**

- 11th International Psychology Students' Congress, **Izmir 2006**

- Turkish Psychological Association, Industrial & organizational psychology certificate - program, **Istanbul April – June 2008**

REFERENCES

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