

The Effect of Job Insecurity on Attitude towards Change and Organizational Citizenship Behavior: Moderating Role of Islamic Work Ethics

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Abstract : The main aim of this study is to examine the direct and interactive effects of job insecurity and Islamic work ethics on employee's attitude towards change and organizational citizenship behavior. Design/methodology/approach: The data was collected from 171 male and female university teachers of Pakistan. Self administered, close ended questionnaires were used to collect the data. Data was analyzed through correlation and regression analysis. Findings: Through the analysis of data, it was found that job insecurity has a strong negative effect on the attitude towards change of university teachers. On the contrary, job insecurity has no significant effect on organizational citizenship behavior of university teachers. Our results also show that Islamic work ethics does not moderate the relationship of job insecurity and attitude towards change, while a strong moderation effect of Islamic work ethics is found on the relationship of job insecurity and organizational citizenship behavior. Originality/value: This study for the first time examines the relationship of job insecurity with employee's attitude towards change and organizational citizenship behavior with the moderating effect of Islamic work ethics.

Keywords : job security, islamic work ethics, attitude towards change, organizational citizenship behavior

Conference Title : ICBBS 2015 : International Conference on Business and Behavioral Sciences

Conference Location : Zurich, Switzerland

Conference Dates : January 13-14, 2015