

Precarious Employment Experience; Developing a Precariousness Scale

Authors : Gul Selin Erben

Abstract : Precariousness can be evaluated as the new employment climate of the neo-liberal employment markets. As the word refers to a new mode of employment experience and working practices, it was felt as a necessity to reveal the basic characteristics of this kind of employment experience. Furthermore, according to the literature, precarious employment practices have some negative outcomes such as alienation, sense of anger, and anomy. Thus, it has quite significant to reveal the conditions' characteristics and practices of precarious employment. This study has the purpose to develop an instrument which measures the precarious employment practices. In order to develop a precariousness scale, the relevant literature was examined, and 30 statements were established as a result of the literature review. The development and validation of the scale were done by a sample of 123 individuals who work in different sectors in İstanbul as a white color employee. Convenience sampling was used as a sampling methodology. Reliability and factor analysis were conducted. As a result of the exploratory factor analysis, 3 dimensions were gathered.

Keywords : employment, employment experience, precariousness, scale development

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