

ABSTRACT

The Relationship between Job Insecurity and Employee Burnout and Organizational Commitment in a Pre-COVID-19 Barbados: Examining the Moderating Roles of Workplace Spirituality and Perceived Organizational Support

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As organizations endeavour to become more efficient through layoffs and downsizing, lifetime and long-term contractual employment arrangements are quickly disappearing from the landscape. Within this new environment, there are higher levels of job insecurity which in turn may have deleterious effects on employees' well-being, manifesting itself as burnout, and on their commitment to their organization. This study sought to determine whether there was a relationship between the stressor job insecurity and burnout and job insecurity and the three dimensions of organizational commitment and whether workplace spirituality and perceived organizational support moderated the stress on outcomes relationships. Using a sample of 399 public and private sector employees from 22 randomly selected, economically representative companies across Barbados, a cross-sectional survey design study was conducted; questionnaires were completed at the various places of employment and handed to the administrator. Latent SEM techniques revealed that job insecurity was associated with burnout and two of the organizational commitment components. Two-way interaction (moderation) was significant for workplace spirituality on the job insecurity-continuance commitment relationship; when workplace spirituality was high, the effect of job insecurity on continuance commitment was virtually non-existent. Finally, three-way interactions showed a positive, significant job insecurity on continuance commitment relationship and a negative, significant job insecurity on normative commitment relationship when perceived organizational support and workplace spirituality were jointly low. Results showed weaker, non-significant relationships when the moderators were both high.

Keywords: Burnout; exhaustion; job insecurity; organizational commitment (3 dimensional); perceived organizational support; workplace spirituality; well-being.