

## **Abstract:**

Since 1995, Macau has to confront with her high unemployment rate. It has been suggested in the literature that high unemployment rate at the national level as well as anticipation of job loss at the company level are believed to be contributors of Job Insecurity (Mohr, 2000). For the last few years, insecurity at work has been a concern (Felstead, Burchell & Green, 1998) and this is by no means restricted only to the blue-collars workers, the professional, managerial and clerical jobs holders are in a similar situation (Worklife, 1999). As increased concern on Job Insecurity was a subject of immense interest, Ashford, Lee & Bobko (1989) constructed a Job Insecurity model framework in order to validate a multidimensional job insecurity measurement and to examine the substantive predictors of Job Insecurity and its consequences hypothesized by previous researchers.

This research is intended to find out more about the phenomenon of Job Insecurity in Macau as it is an understudied issue. The targeted respondents are the white collars as well as blue collars, unskilled and professionals who are in the current employed population. The framework was based on the one constructed by Ashford, Lee & Bobko (1989). However, role conflict, somatic complaints and job performance are excluded as these variables were found to be insignificant with Job Insecurity in the United States.

In general, the respondents perceive Job Insecurity when they perceived that demotion is looming at large, deterioration of working condition, forced early retirement and termination at low to medium level had taken place or were perceived to be happening soon. In this study, almost all the predictors and the consequences of Job Insecurity are found to be above the acceptable level of internal consistency. Organizational Changes, Role Ambiguity and Intention to Quit which were thought to have positive correlation with Perceived Job Insecurity are again proven to be true in this study. The notion that Locus of Control, Organizational Commitment, Job Satisfaction, and Trust in Organization have negative correlation with Perceived Job Insecurity were also supported by this study.

The implication is that an increase in the number of Organizational Changes and a high level of uncertainty will increase the level of Perceived Job Insecurity. On the contrary, a high level of Perceived Job Insecurity does result in lower Organizational Commitment and Job Satisfaction, destruction between employee-employer relationships. Employees will also be less inclined to work with the organization as well.