An investigation into the effects of permanent and non permanent contracts on employee well being and employment insecurity.

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Submitted to the National College of Ireland August 2018

ABSTRACT

AN INVESTIGATION INTO THE EFFECTS OF PERMANENT AND NON PERMANENT
CONTRACTS ON EMPLOYEE WELL BEING AND EMPLOYMENT INSECURITY
HOLLY PERRY

The purpose of this paper is to investigate the relationship between contract type and employee
wellbeing and job insecurity within the Irish workforce. To this end, the paper examines whether
or not permanent and non permanent forms of employment have a detrimental or beneficial
effect on employee well-being and whether or not temporary employment brings high levels of
job insecurity.

This paper adopts a cross-sectional research design and takes a quantitive approach using
secondary data from the fourth wave of the European Quality of Life survey. The survey
consisted of 1011 participants, of which 309 were currently employed under forms of permanent
and temporary contracts at the time, with the latter group forming the sample population. A
stratified, clustered, multi stage sample design was used to select the respondents and random
probability sampling procedures were used throughout all stages of the sample selection.

Data analysis is performed with hypotheses supported that there is a relationship between
contract type and employee wellbeing and job insecurity. A logistic regression model is built to
test the data, however, it does not account for a high degree of variance. Findings point towards
a positive relationship between life satisfaction and job satisfaction, as well as a positive
relationship between health and job insecurity but there was no significant relationship found
between contract type and employee wellbeing and job insecurity

*Keywords: Permanent Contract, Temporary Contract, Fixed Term Contract, Job Satisfaction,
Life Satisfaction, Resilience, Health, Job Insecurity*

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ACKNOWLEDGEMENTS

ABBREVIATIONS

NCI — National College of Ireland

EQLS — European Quality of Life Survey

MA — Master of Arts

UK — United Kingdom

HRM — Human Resource Management

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INTRODUCTION

The following study aims to discuss and analyse the relationship between permanent and non-permanent contracts and employee wellbeing and job insecurity across the Irish workforce. While there are various literature pieces on the relationship between contracts and employee wellbeing, to my knowledge there is no related piece focusing on the Irish workforce. This topic is relevant as employment within Ireland is on the rise, with predictions stating that the overall GDP within Ireland will rise by 4.4% by the end of this year and an estimated 89,000 people are to be hired over the next couple of years. (Brophy, 2018) This figure of employment will bring the total employment level in the Irish workforce to a peak figure of 2.2 million people. (Central Statistics Office, 2018)

These figures are at peak due to a number of reasons including a growing population and an increased interest in further education. With multi national companies across the world setting up base here in Ireland due to the low corporation tax we offer (The Journal, 2018), job opportunities have increased giving people that choice again that had long disappeared post-2008 of employment options, competing companies and positions within the workplace that have become hard to recruit, particularly within the IT and business sector.

Due to a shift to service production, employment trends are changing with a noticeable difference in the different contract types offered, with many organisations moving away from the classic full time permanent employment to various different new forms of employment. These new forms imply weakened 'implicit contracts' of continuing and substantial employment. (Richardson, Lester, Zhang, 2012) Employment terms and conditions have grown to be heterogeneous in the modern workforce, (Bernhard-Oettel, 2008) and generations have been shaped by turning points in society through the years due to demographic trends and cultural phenomena. (Bernhard-Oettel, 2008) The old 'industrialised' world was characterised by full time and lifelong employment. An example of this would be the generation of the 'Baby Boomers'. This generation, is anyone born from 1946 through to 1964 and are characterised in the workplace by their belief that hard work amounts to long hours in the workplace and that they owe a duty of long-term commitment to their organisation. (ERC, 2010) A component of the organisation that cannot be duplicated is the people who work within it. When managed efficiently, employees are considered to be an organisation's most valuable asset. Each generation over the decades, own their own individual set of skills and challenges that will impact both the organisation and the employer/employee relationship. Generation X workers,

categorise anyone born from 1965 to1980. These workers crave the desire for a work-life balance and the idea of flexible working. They prefer a flexible work structure compared to a hierarchical working style. The latest generation (anyone born from 1981 upwards) are branded as Generation Y, or more commonly known, 'millennials'. This group tend to be attuned and appreciate workplace diversity. They long for feedback and recognition and are expected to have many employers and many multiple careers. (ERC, 2010) It is estimated that millennials will have up to 15 jobs in their lifetime. (Young, 2017)

2018 brings a more divergent workforce, with an increase in the use of alternative employment arrangements including non-permanent working arrangements such as fixed-term employment and temporary contracts. There are arguments whether being under non-permanent contracts may add increased pressure while offering a degree of heightened job insecurity. (Burchell, Lapido, & Wilkinson, 2002) Beard and Edwards (1995) claim that these new forms of alternative employment act as stressors in the workplace which can lead to reduced wellbeing and detrimental work-related attitudes. In some sense, all forms of employment contracts are temporary as they only take up a part of our lives. People spend the majority of their lives in paid work, therefore it is vital that the hours of the day they do spend in the working environment is positive for their mental health. Temporary employment across Europe is increasing. The OECD recordings show that temporary employment as a proportion of dependent employment has risen from 11.2% to 12.3%. Globalisation brings increased competition and more opportunity to try and gain the competitive advantage. This has led many organisations to go down the route of more non-standard contracts to entice the new generation of workers. This has resulted in a reduced number of permanent contracts and an increase in the spread of temporary contracts across the business sector. Beach et al. (2002) argue that permanent workers score low on overall job satisfaction in the workplace compared to those on temporary contracts. Conversely, De Witte and Näswall (2003) argue that permanent workers tend to be more satisfied in their job compared to temporary workers. There is a clashing divide of views across literature with substantial arguments from both sides. It is my aim to join this argument and examine both permanent and non-permanent contracts in the Irish workforce and the implications they have on job satisfaction, employee well-being and insecurity among employees. There are many factors that can influence a firm to offer non-permanent contracts to new employees. Paolini's study on organisation behaviour and the factors that influence their decision to offer various contract types showed that if the wage is fixed endogenously, its advised to start the relationship on a fixed term contract. When the wage is fixed endogenously, the policy could be optimal from a welfare point of view. (Paolini, 2012)

The study of job satisfaction and insecurity issues in the Irish labor market are important and necessary for a number of reasons. As we compete in the global economy, the topic of employment and the implications surrounding it in Ireland should be of importance. Working conditions across Europe have changed over the years, with the modern age day employment and new flexible forms of employment emerging such as fixed-term contracts and temporary contracts replacing permanent full-time employment jeopardising factors such as job security and workplace structure. (Pirani, Salvina, 2014)

CHAPTER TWO — LITERATURE REVIEW

2.1 INTRODUCTION

From the 1980s onwards, the percentage of employees who are employed on flexible terms has increased in most industrial countries. (Bergstrom and Storrie, 2003;Quinlan et al., 2001) Flexible contracts include those working part time and those under casual, temporary or fixed term contracts. In 2010, 40% of all employees across Australia were employed on 'casual' contracts, with a clear contrast between genders. Data showed a noticeable difference between genders, with the majority of women employed under casual terms. Richardson, Lester and Zhang (2012) study shows rising percentages of up to 40% of people under terms of casual employment in Australia. The focus on casual employment should be of interest to European research given the recent trends towards an increase use of zero hour contracts. (Pyper and Dar, 2015) Zero hour contracts have similar features to casual employment contracts. (Mooi-Reci, & Wooden, 2017)

Precarious employment is often used when describing casual or contract jobs. The term implies a certain disadvantage and emerged during debates that were concerned with the growth of temporary forms of employment. Analysts were concerned that employees were going to be exposed to a degree of insecurity under this new term of employment and excluded from company benefits that come with a permanent contract. (eg: paid leave, insurance and training.) The presumption was that alternative forms of work compared to the standard were inferior and detrimental to employees. (Benach et al.2002)

5.1 percent of millennials in employment that felt forced into temporary positions due to the lack of permanent positions admitted they experienced mental health problems, compared to the 3.5 per cent of employees that willingly chose to go into temporary employment. (Thorley, Cook, 2017) Temporary employment can be defined as a 'dependant employment of limited duration'. (OECD 2002) Millennials under temporary contracts scored 7.67 out of 10 when asked how much they feel they've contributed worthwhile to their life, compared to those in permanent work coming in at a slightly higher score of 7.86. A definition from the CIPD (2016b) defines flexible working as "A working arrangement which offers a degree of flexibility on how long, where and when the employee works." A U.K study shows evidence that employees working under flexible contracts report low absenteeism rates and increased job satisfaction levels, admitting that they feel on top of their mental and physical health. (FT, 2016) Thompson and Truch (2013) found that over two-thirds of employees who have engaged in flexible working admit that their job

satisfaction levels have risen.

2.2 LIFE SATISFACTION

While there isn't a vast amount of research literature put on the relationship between life satisfaction and contract, there is existing research that supports the hypothesis in this study. (De Cuyper & De Witte) Life satisfaction is often determined by how an individual appraises their life as a whole. Most of society will spend the extent of their life in the workplace. Therefore, it is vital that they understand the role that employment will play in the construction of their happiness. (Emmanuel, Ward, 2017) If an individual feels happy within their position in their workplace,productivity levels and their health will benefit. This in turn will benefit across the workplace, spreading positive energy across the board. Oswald, Proto, and Sgroi, (2015) carried out a number of scientific experiments to test the assumption that a 'happier employee' will be more productive. Results showed that people who are more satisfied with their life and job are known to be more productive (12%) than those who are unhappy. Emmanuel and Ward (2017) contrast the well beings of individuals who are both employed and unemployed. They measured the subjective well-being between those who were in employment and those who were not employed. Findings show that on a scale rated from 0-10, 10 being the highest, those in employment score an average of 0.6 points more than those who are unemployed. (Emmanuel and Ward, 2017) Those who were unemployed admitted to having more negative affective experiences compared to those who are in employment. (30%) Emmanuel and Ward's findings confirm a correlation between happiness and employment.

Figure 1.0: Subjective Wellbeing and Employment Status

Source: Gallup World Poll. Cantril Ladder of Life is a 0-10 scale, Positive and Negative Experience Indexes both 0-100. Mean levels of subjective well-being 2014-2016 by employment status. 95% CI bars shown.
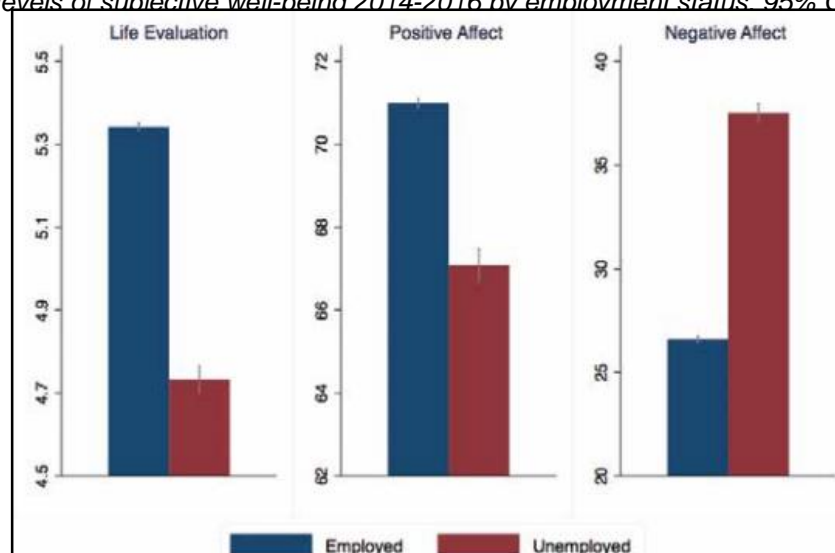
2.3 RESILIENCE

A lot of recent literature has been dedicated towards the understanding of resilience in the workplace and the implications it has for the functioning of both individuals and teams in the organisation. (Britt et al. 2016) An emerging theme when defining 'resilience' is the question of whether someone must prove positive growth following a situation that's considered resilient. There is an argument between scholars on the definition, with some describing it as a successful definition and others stating it must be an achievement of positive growth. Brit et al. (2016) noted when undergoing the study of employee resilience the importance of highlighting the presence of stressors in the workplace that create such adverse environment through documentation of over time, office capacity (Frese, Zapf, 1999) or through multiple employee reports of sustained harassment behaviour. (Brit et.al, 2016)

Resilience is often described as a unique characteristic, individually measured as an individual's self-reported capacity to recover back to normality after a stressful incident. (Brit et al. 2016) There are some problems with this definition as resilience is generally measured in self-assessed reports. Individuals can have different coping mechanisms, some having the ability to adapt back to normality quicker than someone else due to different reasons. (Support systems, friends, and family, money) (Brit et.al 2016) 30% to 40% of referrals to occupational health practitioners are known to be mental health-related issues. (Payne, 2009) Barbara Wren suggests a system based approach called 'positive psychology' in order to manage workplace stresses and help to build resilience within the workplace. Wren (2009) defines resilience as the 'ability to withstand or recover quickly from difficult conditions', noting that it's necessary in order to maintain positive wellbeing in the workplace. (Payne, 2009)

Career resilience is defined when an individual is able to cope with a suboptimal career environment. It has an efficacy component and theorised that career resilience is related to adaptability and self-esteem. (Walker, Wendy, 2013) Employees that feel motivated within their company, have a stronger commitment to their organisation as opposed to someone who feels useless. Those who are high in career resilience are likely to be independent and the thought of losing their job wouldn't affect their mental state.

The increased literature on resilience adds to a greater recognition on the term among employers that the emphasis on resilience in the workplace is a crucial aspect for organisational success. (Brit et al. 2016) However, there is still room for evidence on whether employers should select for resilience or how to best select candidates rife in 'resilience'. Particularly in the

corporate sector where the chances of individuals experiencing significant trauma are less likely as opposed to other organisational environments. The measures of resilience are still relatively new and their ability to predict is still in development. It's also still unknown whether assessments of resilience will be likely to result in differences among teams, resulting in an adverse impact.

2.4 JOB SATISFACTION

Empirical research is yet to define a clear establishment between contract types and job attitudes. (Casey and Alach, 2004) A popular research question for previous studies is the relationship between contract type and job satisfaction. Previous literature shows there is a negative relationship between job satisfaction and permanent employees (Benach et al. 2002) while other studies say there is a positive relationship between the two when compared aside those who are on non-permanent contracts. (Galup et al. 1997) The expectancy theory proves that employees will work harder if they expect that their hard work will lead to performances that will be rewarded. (Campbell et al., 2001) Rewards, both tangible and intangible contribute to job satisfaction. Lawler's (2005) satisfaction model shows that using job security as an extrinsic reward can positively affect someone's job satisfaction. Non-permanent 'flexible' employment includes both fixed-term contracts and temporary contracts. These are the common forms of flexible forms of employment in the Irish workforce and were also the pre-chosen categories of employment in the European Quality of Life Survey 2016 which was used throughout my analysis. Other categories of employment asked in the survey included apprenticeships, no written contracts, and retired/student, however, I did not include them in my analysis.

The psychological contract is a key factor in career development. (Tomprou and Nikolaou,2011) A new psychological contract has been generated due to the changing economic climate and there are been key changes in employment contracts. (Baruch, Bozionelos, 2010) Ivancecrich et al. (1997) believe job satisfaction reflects an employees attitude about their job. Results prove that an individuals job satisfaction levels will determine how they percieve their job and the degree of involvement they show to the organisation. Lok and Crawford (2001) claim employment expectations aid the formation of organisational commitment.

Rose (2003) argues that job satisfaction can be influenced by both work orientations and workplace conditions such as the contract of employment. Many studies that have examined the relationship between job satisfaction and non-permanent work find a negative relationship.

(Chadi and Hetschko, 2013) De Witte and Näswall (2003) note that temporary employees feel left out of the 'corporate family' due to lower wages and working conditions.

The majority of past studies on the relationship between employment type and job satisfaction (Zou, 2015 amongst genders indicate that women report higher levels of job satisfaction rather than men. Hakim (1991) studies show that women who work under casual terms of employment including temporary, are more happier with their job compared to men. She claims that women fall into two categories in the labor market, women who devote the majority of their working week to their career and workload, and women who work part-time, looking after their families for the other half of the week and maintain an equal work-family life balance. (Hakim, 2000) Part-time work offers the balance of flexible working arrangements. Similarly, the new forms of casual employment such as 'Fixed term contracts' and 'Temporary contracts' also offer individuals a chance to work for the stated period of time without having any legal obligation to stick to that contract for any time later than first required.

2.5 HEALTH

Health and employment are intrinsically linked. Health can be split into two sections. Physical and mental health conditions. (Dawson et al. 2015) Past literature findings show evidence that non-permanent employees recorded low levels of subjective health and well being than those who are under permanent employment. (Quesnel-Vallée et al. 2010) Dawson et al. (2015) use of longitudinal data on 8000 individuals across a period of 17 years showed that those who were in permanent positions that would be in temporary positions in the future will have poorer mental health than those who never ventured into temporary employment at all. Richardson et al. (2012) interests focus in on the negative effects that flexible working has on an employees mental health. Past literature talks about the implications of job insecurity and the relationship between employment insecurity and negative mental wellbeing, however findings are yet to be conclusive. (Kawachi, 2008)

The Mental Health Foundation (2014) argues that at least one in four people will experience mental health problems throughout their life and this figure is continuously growing. A topic that is becoming increasingly popular with literature with Dawson et al.(2015) investigating the impact on temporary employment of poor health and Svensson (2010) looking at the psychological contract of those under temporary agency work.

Presenteeism in the workplace occurs when an employee experiencing mental health problems continues on with their work activities but as an outcome of their mental health problems, is less productive. There is a certain stigma which we are slowly trying to decrease around mental health that sufferers are socially inadequate and unsteady, and people tend to be less inclined to admit to their problems due to this stigma. (Lelliott et al., 2008) Presenteeism is more frequent for older workers aged 50-59 who are 8 percent less likely to report their mental health issues to management compared to employees under the age of 29. (Thorley, Cook, 2017) However, Bardasi and Francesconi (2004) argue that temporary employment has no effect on an individual's health Booth et.al (2002) claims temporary workers within the UK have lower job satisfaction levels compared to those under permanent contracts. 46% of people claimed their workplace had support measures in place for those suffering from mental health problems.

Thorley and Cook (2017) argue that when compared with permanent work, temporary work is associated with numerous negative indicators relating to the mental health and well being of millennials. Thorley and Cook's (2017) analysis showed that millennials under temporary employment were likely to admit to having a mental health problem compared to those under permanent employment, with figures comparing at 4.6% for temporary roles to 3.8% for permanent roles. This figure went up slightly to 5.1% for employees that admitted to being forced into temporary work due to the lack of permanent jobs.

Psychological contracts are continuously evolving from more relational to more transactional. This can have negative effects in terms of attitudes within the workplace. Relational contracts are related to the 'personal' side of the employer-employee relationship. They involve interpersonal inducements in return for the employees' commitment to the company. Walker and Wendy argue that the more an employee perceives their psychological contract to be relational, the less they think of it to be transactional. (Walker, Wendy, 2013) Millward & Hopkins' (1998) show transactional contracts to be negatively related to job commitment. Similarly, Raja and colleagues (2004) reported similar findings on their study of workers in Pakistan. They found transactional contracts have negative effects on job satisfaction. In contrast, Rousseau (1990) findings showed positive predictions between the transactional contract and MBA students intentions of changing jobs. The responses to relational contracts may involve more affect-related outcomes such as having high job satisfaction.

Dawson et.al. (2015) claim that work-life and health are intrinsically linked together. They claim that past analyses show that health has implications for employment and vice versa. Health

status can be separated into two categories in which humans can suffer from: A physical health condition and a mental health condition. An issue that is cropping up in recent literature is the association between mental health and job satisfaction, with the argument that low levels of job satisfaction can have a negative effect on an individual's mental health. Booth et al. (2002) claim that temporary workers within the UK report lower job satisfaction levels than permanent workers. No analysis has such been done on the Irish market to my knowledge. The percentage of workers on temporary contracts within Ireland is rising each year, with 6.7% of people on temporary contracts in 2017 according to the 2017 Labour Force Survey. (NERI, 2018) De Jong et al. (2009) argues that some employees choose temporary employment down to their own accord due to attributes such as a greater degree of flexibility. They also claim many settle for temporary employment contracts out of their own accord due to a lack of permanent employment options, with some employees accepting temporary positions in hope that it will be turned into a permanent contract if they perform. (De Jong et al., 2009)

 There is a certain debate on the effects of the various employment contract types on mental health. Kim et al. (2011) and Sverke et.al (2000) claim that fixed-term workers may experience better health than those under permanent employment, backed up by Benavides et.al. (2000) who's results show that temporary workers generally seem to report lower levels of stress. While the idea of a coexistent relationship between temporary employment and job satisfaction is there in the literature, there is no certainty on whether it is a positive or negative association. Connelly and Gallagher (2004) found similar levels of job satisfaction for those who were on temporary and permanent contracts in the workplace. Furthermore, De Cuyper and De Witte (2007) investigation on the influence of contract type and volition on job satisfaction during cross-sectional data, show that permanent contracts are negatively related to job satisfaction while volition was positively related.

Subjective job insecurity is only one dimension of flexible employment and only provides a glimpse into the health consequences flexible employment can bring. (Benach and Muntaner, 2007) Richardson et al. (2012) results show little evidence that flexible employment is a harmer to mental health levels, however they did conclude that unemployed males have significantly low levels of mental health compared to those under employment. Results recorded amongst the employed showed that males on temporary contracts tend to have decreased mental well being as opposed to those employed under permanent contracts. In an interesting contrast, women showed to have substantially higher levels of mental health if working full time under a flexible contract.

2.6 JOB INSECURITY

De Witte et al. (2005) linked job insecurity to job satisfaction and poor health. Job Insecurity is an ongoing research interest (Sverke et al., 2010). Zeytinoglu et al. (2012) defines job insecurity as an individuals perception of their future in their current job from a negative perspective.

The association between the different contract types and job insecurity lacks clarity, with empirical evidence showing that certain employees who are in similar situations experience different levels of job insecurity. (Klandermans and Van Vuuren, 1999) Previous research carried out by De Cuyper and De Witte (2005) suggests that job insecurity is the mediator in the relationship between contract types and the outcomes. When job insecurity is added as a moderator, job satisfaction decreases more for permanent workers as opposed to non-permanent. (Mauno et al. 2005) They argue that when job security is added as a moderator, job satisfaction showed significant difference amongst the permanent employees compared to those on fixed-term contracts. Dobler et.al. (1990) argues that long-term agreement contracts provide an enhanced degree of stability to employees. This evidence states that when job insecurity is high, overall job satisfaction decreased more for those who were on permanent contracts. Permanent employees engage in higher levels of intrinsic job satisfaction due to their open-ended contract while on the other end, those on temporary contracts will engage in higher levels of extrinsic job satisfaction due to factors such as external praise by colleagues. Temporary workers may go the extra mile in terms of workload in a bid to renew their contract. Callea and Urbini (2016) argue that employees on permanent contracts tend to feel less satisfied with their job compared to those on temporary contracts if they feel they have perceived a higher job insecurity. Empirical studies done in the past disclosed that employee health and morale had a clear link with organisational citizenship behaviour (Taris, 2012), alongside how an individual will perform in the workplace, and the organisation's overall performance. Reisel et al. (2010) claims show that perceived job insecurity is negatively associated with job satisfaction.

Thorley and Cook (2017) also studied the link between mental health and perceived job insecurity through comparing millennials with a high sense of job insecurity against those with a low sense of insecurity. Those who admitted they felt a sense of insecurity against their position in their company were found to be twice as likely to experience mental health problems. (GHQ4) They were also more than twice as likely to fall within the bottom 10 percent nationally in

relation to mental wellbeing. Studies show that every three out of five employees admit having suffered a mental health issue in the last year due to work-related issues, a pervasive culture of workplace silence. Management needs to be more aware of the need to offer help at work to their employees. (Mental Health at Work Report 2017) Leadership can be a critical component when promoting health and wellbeing in the workplace environment. Studies show employees between the age of 18-36, also known as 'millennials' are more likely to suffer from their mental health compared to the older bracket. (Mental Health at Work Report 2017) A sense of urgency about mental health eclipses the business world today, with line managers seeing their own employees wellbeing as a responsibility of their own. Managers are encouraged to respond and support their employees, to embed an open culture, to talk, train and take action alongside employees to resolve this mental health crisis. The most common diagnosis was depression or general anxiety. While the topic of mental health is becoming more comfortable to talk about in the workplace, many people still find it uncomfortable to talk about to their managers. The Mental Health at Work Report showed that just 13 percent of people felt comfortable enough to express their mental health issues with line managers. Those who don't express their battles are at risk of backlash in the workplace and open themselves to demotion or dismissal due to dissatisfactory behaviour. (Mental Health at Work Report 2017)

Job Insecurity can be also best described as someone's expectations about continuity in a job situation. (Davy et al. 1997) There is often an assumption that if an individual is on a temporary contract within the workplace that they would feel more insecure of their future in the company than the individual who is employed on a permanent basis. However, De Witte, & Isaksson's (2005) report showed inconclusive results on the psychological consequences of being under temporary employment. Bernhard-Oettel et al. (2005) believe the relationship between contract type and job insecurity varies between individuals and the type of worker that they are.

Temporary forms of employment may be preferred by some employees who wish to have independent control over their work schedule, whereas others may look at them and associate with high levels of insecurity and poor working conditions. These factors can lead to a decrease in well-being (Carrieri et al., 2012) The relationship between non-permanent contracts and permanent contracts will be dependent on factors such as the specific contract type (ie: fixed term, temporary, zero hours), the context and the current economic conditions. Peoples attitude towards the perceived conditions of temporary employment also plays a factor in the association of wellbeing with contract type. (Bardasi and Francesconi, 2004) Booth states temporary jobs are often perceived to be linked with high job insecurity and an increased chance of becoming

unemployed again. Sverke et all (2006) think the biggest consequence for temporary employees is the heightened level of insecurity.

2.7 CONCLUSION

Results on how objective forms of employment relate directly to well being have inconsistent findings. Past research show that temporary employment is related to increased stress levels (Benavides et al, 2000) Virtanen et al. (2002) findings contrasted, reporting that both male and females under fixed-term employment had better self-rated health compared to their permanent counterparts. Other studies show it varies between countries, (Rodrigeuz, 2002). Bardasi and Francesconi (2004) found no significant health consequences of those working under 'precarious' employment.

While the exact connection is yet to be confirmed, I confuse there is considerable reason to be concerned about a direct impact between contract type and wellbeing. It is the purpose of this study to provide further evidence on the relation between the objective circumstance of being employed under temporary contracts and mental health in the Irish context. (Richardson et al. 2012)

CHAPTER THREE — DISSERTATION PURPOSE AND AIM

3.1 INTRODUCTION

The present study aims to bridge a research gap in the literature regarding the relationship between contract type and employee wellbeing and job insecurity. A hypothesis is a suggested explanation of a reasoned proposal suggesting a possible correlation between two or more variables. (Cornell, 2016) An alternative hypothesis is the prediction that there will be significant effect. (Andy Field, 2017) Multiple hypotheses are developed in the present study to investigate the relationship between contract type and employee wellbeing and job insecurity.

3.2 RESEARCH AIM

The research aim in this study is to examine if there a relationship between contract type and employee wellbeing / job insecurity.

A significant body of evidence has shown that temporary contracts can impact an individuals mental well being in positive ways (Benach and Muntaner, 2007; Guest and Clinton, 2006;) and in negative ways (Ferrie et al., 2005; Benach and Muntaner, 2007). The majority of the literature surrounding contract type and the effects on wellbeing relates to the negative relationship between temporary employment and employee wellbeing, with the vast majority of literature highlighting the negative effects of temporary contracts on employee wellbeing due to the increased level of job insecurity and the inferior working conditions. (Benach and Muntaner, 2007)

In order to test this hypothesis, I will empirically investigate the relationship between two main forms of contract type (permanent and non permanent) and employee wellbeing (life satisfaction, job satisfaction, health, resilience) and overall job insecurity in Ireland using secondary data sourced from the fourth wave of the European Quality of Life Survey 2016. The findings to this research question is crucial for organisations, particularly as casual employment is on the rise and the new generation of employees, 'Generation Y' workers who crave to have a job that actively promotes their wellbeing. (Rigoni, Nelson, 2016)

3.3 HYPOTHESES

The present study posits to discover the effects of permanent contracts versus non permanent contracts on employee well being and job insecurity. Using secondary data obtained from the

fourth wave of the European Quality of Life Survey, this study examines the following hypotheses to achieve the overall research aim:

Hypothesis 1: There will be a relationship between contract type and a persons level of life satisfaction.

Hypothesis 2: There will be a relationship between contract type and a persons level of job satisfaction.

Hypothesis 3: There will be a relationship between contract type and a persons health.

Hypothesis 4: There will be a relationship between contract type and a persons level of resilience.

Hypothesis 5: There will be a relationship between contract type and a persons level of job insecurity.

CHAPTER FOUR — RESEARCH METHODOLOGY

4.1 INTRODUCTION

This chapter will discuss the chosen methodology for this research. It will include the research design for how the data was collected and analysed. Research limitations are also discussed, as are the ethical considerations.

4.2 RESEARCH APPROACH

Secondary data was used during the research approach. The literature review was the first method used to collect secondary data. The literature review helped gain more of an understanding of the relationship between contract type and attitudes and wellbeing. It also gave me an insight into what research methods have been previously used by other professionals. Secondary data was obtained through the fourth wave of the EQLS and quantitative approach was used. Through using measurement in quantitative research will allow me to discover detailed comparisons between the variables in the study. (Bryman, 2004)

4.3 VARIABLES MEASURED

The conceptual framework used in the European Quality of Life is in line with the OECD guidelines. It addressed subjective well-being in three different groups of indicators through evaluative well-being, positive and negative affect, and eudaemonic well-being. (EuroFound, 2017)

For the purpose of this study, I chose to focus on evaluating well being through job satisfaction, life satisfaction and resilience, health, while also looking at employment insecurity and the relationship between these chosen variables and permanent and non-permanent contracts. Theoretically, a priori there is no theoretical justification for the causation of both dependant and independent in the model.

Life satisfaction — Headey and Wearing (1992) define life satisfaction as an individuals conscious appraisal of the quality of their life. Life satisfaction was measured through a question: 'All things considered, how satisfied would you say you are with your life these days? Please tell me on a scale of 1 to 10, where 1 means very dissatisfied and 10 means very satisfied.' (Appendix 1) Candidates were shown a Likert scale and asked to rate their life satisfaction. (1 = Very dissatisfied; 10 = Very satisfied) For the purpose of logistic regression, these variables were recoded into two dichotomous variables, with 0 meaning "Not Satisfied" and 1 meaning "Satisfied."

Job satisfaction — Christen et al. (2006) describes job satisfaction as a subjective feeling or emotional state that an individual perceives based on a variety of factors of the work itself. Job satisfaction was measured in the survey under a section where it stated 'Could you please tell me on a scale of 1 to 10 how satisfied you are with each of the following items, where 1 means you are very dissatisfied and 10 means you are very satisfied?' (1 = Very dissatisfied; 10 = Very satisfied)

For the purpose of logistic regression, these variables were recoded into two dichotomous variables, with 0 meaning "Not Satisfied" and 1 meaning "Satisfied."

Resilience — Resiliency is the ability to thrive in the face of adverse circumstances (Abolghasemi and Varaniyab, 2010) Resilience was a new question added to the EQLS survey, given the increased focus on it over the last couple of years. Participants were asked to agree or disagree with the statement 'I find it difficult to deal with important problems that come up in my life'. This question was intended to measure hoe people themselves perceive their own resilience. Participants involved in the survey were required to answer accordingly by the following scale: (1 = Strongly Agree; 15 = Strongly Disagree)

Resilience was recoded into two new dichotomous variables for binary logistic regression. 1-3 was recoded into '0' representing that they find it 'Hard.' Variables 4 and 5 were recoded into '1' and renamed as 'I find it easy'.

Health — Health is a key determinant of well-being. Health was measured by the question "In general, how is your health?", with participants requiring to answer accordingly on a scale: (1 = Very good, 5 = Very bad.) *Health was recoded into two new dichotomous variables for binary logistic regression. 1-3 was recoded into '1' and represented 'Good.' while 4-5 was recoded into '0' and represented 'Bad'.*

Job Insecurity — Employment security can be defined as having secure and continuous employment, which might still entail changing employers and/or jobs. (EuroFound, 2017) One of the first definitions of job insecurity described it as feeling powerless to maintain the desired continuity in a job situation that has come under threat. (Greenhalgh and Rosenblatt, 1984) Job insecurity was measured through a question asked in the interview 'Likelihood of losing job in next 6 months'. Participants were asked to rate their likelihood on a five-point Likert scale. The scale is unidimensional and low scores indicate higher levels of worry and fear of job loss.

Participants were asked to rate their level of insecurity on the scale. (1 = Very likely; 4=Rather Unlikely)

For the purpose of logistic regression, the variables were recoded into two dichotomous variables, with 1-2 being recoded into one variable as '0' meaning likely, and 3-4 as 'not likely'.

Contract Type — Contract type was defined when asked kind of employment contract do you have in your main job? There was a list of seven options.

1. An unlimited permanent contract
2. A fixed term contract of less than 12 months
3. A fixed term contract of 12 months or more
4. A temporary employment agency contract
5. An apprenticeship or other training scheme
6. No written contract
7. Other

For the purpose of my research project, I focused in on permanent contracts, fixed term contracts and temporary contracts. All participants that listed as 1) unemployed or 2) an apprenticeship, no written contract or 'other' were removed from the data set in order to minimise my workload and give a clear structured view before analysing commenced. This brought my data set down to 309 participants, with 239 employees on permanent contracts, 51 employees on fixed term contracts of either less or more than twelve months and 19 under temporary contracts. One of the assumptions of binary logistic regression is that the minimum number of cases per independent variable is fifteen. With this decision in mind, the choice was made to group those on fixed term contracts and those on temporary contracts as one merged group called 'Non Permanent Employment.' Now I had two categories, I could recode them for the binary logistic regression. Non Permanent Contracts were recoded to '0' and Permanent Contracts were recoded to '1'.

Naswall and De Witte (2003) advise the use of control variables that could potentially influence the analysis. I included gender and marriage as control variables. Gender was recoded into 0= Male and 1= Female. Marriage was recoded into 0= Not Married and 1= Married for the purpose of logistic regression.

4.4 RESEARCH STRATEGY

The following analysis will be conducted on secondary data available from the dataset relative to the fourth wave of the European Quality of Life Survey (EQLS), the most recent wave accessible as of March 2018. The latest version of the survey has improved in terms of topics covered (such as resilience),there are certain items not related to my study that have been omitted. The dataset and the relative documentations are obtainable through verified access to the UK Data Service, funded by the Economic and Social Research Council (ESRC).

I will adopt a cross-sectional approach, with an aim to understand the possible implications of contract type on an individual. The decision to focus on the 2016 wave is connected to this historical period being favourable to country comparisons. The previous wave (2012) indeed captured a different and more diverse picture of the European Union, with many EU countries still in the middle of the economic crisis that occurred in 2008-2009.

4.5 SAMPLE SIZE AND SOCIO DEMOGRAPHICS

A total of 36,908 respondents took part in the 2016 survey. For the purpose of this study I was primarily interested in those in employment in Ireland. 1011 participants took part in the Irish survey. There was a question within the EQLS that required participants to state whether or not they were employed at present. This question helped to split the participants into two groups, employed and unemployed. These groups limited down the total number of participants to 371 who were currently in employment and a total of 640 participants who stated they were unemployed due to being retired, current students and full time homemakers.

Respondents who stated that they were under current employment were then asked to indicate their current contract type. I focused on three categories; Permanent contracts, Fixed Term contracts and Temporary contracts which narrowed my sample size down further to 309 participants. Once I had my filtered audience, I then looked at the various measures of respondents' sociodemographic characteristics, including their gender, age, education and employment status. Responses for education were recoded into three categories (primary, secondary and tertiary) while employment status was recoded into two categories (employed/self-employed or other). A measure the participants legal marriage status at time of survey was also recorded.

4.6 SAMPLING PROCESS

A stratified, clustered, multi-stage sample design was used to select the respondents. Random probability sampling procedures were used at all stages of sample selection for the project, and all members of the survey population had a known non-zero chance of being included in the sample.

Depending on the availability of high-quality registers, sampling was carried out using individual level, household-level and address-level registers or through enumeration using a random-walk approach. The design and implementation of sampling in the EQLS 2016 varied depending on the availability of sample frames in each country. Irelands sampling frame consisted of randomly selecting addresses using existing sampling frames from The GeoDirectory. (EuroFound, 2016) The sampling frame aimed at including at least the 95% of the country population, to be selected with probability sampling procedures. A two-stages process was employed; after a random selection of households within the country, one respondent per household was asked to participate. Because of this reason, all multilevel analyses will use the adequate weight provided in the dataset, to account for the potential issues arising from the sampling procedure (individuals in bigger households having smaller chances to be selected).

4.7 DATA COLLECTION

Data collection was gathered through a secondary source using data previously collected by EuroFound during the European Quality of Life Survey (EQLS). The EQLS is a unique, pan-European survey carried out every four years and examines the objective circumstances of European citizens lives and how they feel about those circumstances and lives in general. It covers a range of subjects from employment to work-life balance. Regular conduction of this survey helps to keep track on key trends in the quality of peoples lives over time. It is organised every 4 years by the European Foundation for the Improvement of Living and Working Conditions, also known as EuroFound. EuroFound is a European Union body established in 1975. It works alongside governments, employers to monitor and analyse the quality of life among European Union citizens. (EuroFound, 2016) The main objective of the EQLS is to examine the objective circumstances of European citizens lives and their subjective views and opinions about their lives. Key indicators include employment status, economic resources, satisfaction with life and perceptions of quality of society, and so on. These key indicators help to determine the main goal on how to improve living and working conditions across Europe. (EuroFound, 2016)

Due to the growing interest of many European organisations on the work-life balance among employees, EuroFound has actively investigated the topic and all coordinates since 1975. They run out regular observations and implement three regular surveys across Europe, the European Working Conditions Survey (EWCS), the European Quality of Life Survey (EQLS), and the European Company Survey (ECS). Both the EWCS and the EQLS seemed most suited to finding a relationship between contract type and the key dependants that I wished to find, both finding the detriments of an individuals perception on workalike balance, how happy they are and the level of insecurity they feel within their current occupation. The two surveys are similar and certain sections in both surveys are duplicates of each other, however, the 4th way of the European Quality of Life Survey (EQLS) seemed more appropriate as it included more diverse questions concerning participants perception of themselves (including objective measurements), gender roles as well as work and household characteristics. Additionally, information about the individuals' opinion on commuting time to work, preferred working hours and job satisfaction are included. The EQLS focuses on both work-related questions and psychological questions which suits my chosen topic. I acquired the data through the authors of EuroFound (2018) via the UK Data Service, and ethical approval to conduct the below analysis was granted by the National College of Ireland.

4.8 PILOT STUDY AND FINDINGS

A pilot survey was conducted across all counties. The pilot was run to test all aspects of the questionnaire and to test the methodology in terms of survey administration, contact procedure and interviewer instructions. In order to assess the main findings and issues encountered during the pilot phase in each country, the local agencies were asked to fill in a document to provide their feedback, which was subsequently summarised and condensed in a general pilot report and results were examined by the main parties involved.

Main findings of the pilot: sampling
The main finding concerning the sampling procedure in the pilot concerned the management of batches. The sample management procedure tested in the pilot survey showed that issuing individual batches for each individual country per team was not practical and could lead to delays in the process during the main stage fieldwork due to the number of requests and the capacity of the central team. Thus, a recommendation was put forward to only issue Batches 1 and 2 by the central team, and leave the issuing of additional addresses to the individual

countries, upon fulfilment of respective criteria. These criteria were designed and decided upon before the main stage fieldwork and formed part of the revised sample release strategy.

Main findings of the pilot: interviewing

The main finding concerning the interview procedure was that the mention of the social importance of the survey and its potential impact could improve response rates. Some agencies reported respondents asking how their interview would make a difference. More broadly, adding an argument on the social importance of the survey in research literature is an important factor contributing to higher response rates. Following this, a specific section was added in the interviewer manual which instructed interviewers to convey information about the "societal impact of the survey" with concrete examples on how EQLS data contributed to policy design at national, EU and international levels.

4.9 LIMITATIONS OF RESEARCH DESIGN

It is important to acknowledge that this study has some limitations. Firstly, my analysis was based on one cross-sectional sample, this prevented us to check how a persons attitudes may change over time in their job position. Some participants could have only been newly employed and not sure how they feel of their position yet. Secondly, as it is limited to those under employment living in the household in Ireland so had a small sample size, results cannot be generalised to all Irish workers or similar employees in other countries. Another limitation was the survey was done during the afternoon. This is in between regular working hours, meaning out of the 1011 participants who originally took part in the survey, a large proportion of them listed as unemployed at present due to being a student, retired or a home maker. Another main disadvantage to the use of secondary data is that the original data was collected for a different purpose as to what I am aiming to discover. (Boslaugh, 2007, p. 4) The EQLS is conducted with the aim of improving quality of life across Europe. My research aims are related to employment and wellbeing. While I believe this survey has a lot of information related to my research question, it is not as specific as a survey created by myself to which I would have tailored every question asked to my research question. There was a lot of questions not relevant in the EQLS survey that needed cutting out. Another limitation of using secondary data as an analysis approach is that as I was not present during the data collection process, I don't know exactly how it was conducted. To address this issue, I utilised documentation from the original study such as technical reports and the documentation of the data collection procedure which I had to find online. (Boslaugh, 2007)

CHAPTER FIVE — RESULTS

5.1 INTRODUCTION

The following chapter consists of both descriptive and exploratory statistics of the results of the Irish section of the European Quality of Life Survey, 2016. A logistic regression is conducted to validate the findings.

5.2 DESCRIPTIVE STATISTICS

There were 1011 respondents to the Irish EQLS survey, of which 309 are currently under a contract of employment. (EQLS, 2016) For the purposes of investigating if contract type is an indicator for decreased wellbeing and insecurity, the 309 people under a contract of employment is the sample under analysis. The demographic characteristics of the sample of respondents working under a contract of employment is outlined in Table 1.

Most respondents were female (54%). Furthermore, the largest age group was aged 30-50 (62.8%). Respondents were predominantly married (54.7%) with 45.3% of respondents single. The majority of respondents completed third level education. (55.5%) The bulk of my participants were under permanent contracts. (77.4%)

Table 1: Demographics.

Characteristics	Frequencies (Valid%)
Demographics	
Gender	
Male	142 (46%)
Female	167 (54%)
Education	
Primary or below	8 (2.6%)
Second level	129 (41.9%)
Third level	171 (55.5%)
Age	
18-30 years	39 (11.9%)
31-50 years	194 (62.8%)
51-70 years	75 (24.3%)
70+ years	3 (1%)
Marital Status	
Married	169 (54.7%)
Not Married	140(45.3%)

Employment Contract
   Permanent   239 (77.4%)
   Fixed Term   51 (16.5%)
   Temporary   19 (6.1%)

Table 2: Continuous data frequencies

Variable	Frequent sample Mean (SD)	Range
Job satisfaction	7.8 (1.86)	1 (=Very Dissatisfied) 10 = Very Satisfied)
Life satisfaction	7.8(1.55)	1 (=Very Dissatisfied) 10 = Very Satisfied)
Resilience	3.7 (1.02)	1= (Strongly Agree) 5= (Strongly Disagree)
Job Insecurity	4.35 (.935)	1 =(Very Likely) 5 = (Very Unlikely)
Health	1.55 (.717)	1= (Very Good) 5= (Very Bad)

5.3 GENERIC HISTOGRAMS

Life Satisfaction:
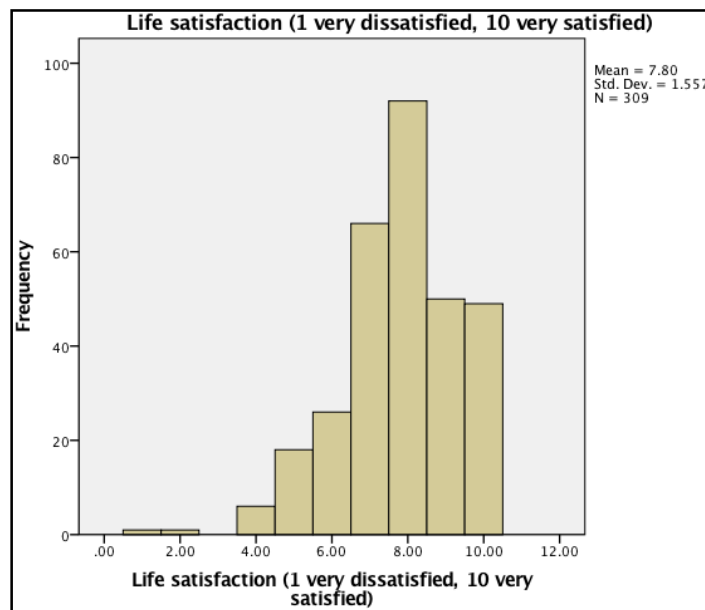
Participants were asked to rate their life satisfaction between 1-10. 1 being very dissatisfied and 10 being very satisfied. Out of 309 participants, 49 people (15.9%) claimed they were 'very' satisfied with their life, compared to just 1 person who claimed they were 'very' dissatisfied. (0.3%) The mean among participants was 7.8 and a mode of 8. I transformed these into dichotomous variables for logistic regression. I recoded 1-5 as '0' and relabelled it as 'Not Satisfied' and recoded 6-10 as '1' which will be recoded as Satisfied.

Job Satisfaction:
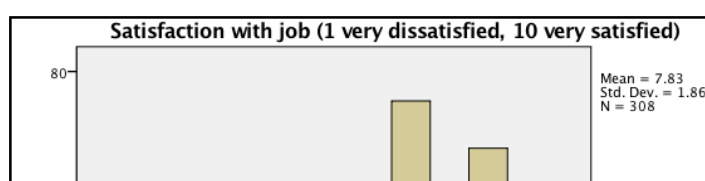
Participants were asked to rate their job satisfaction between 1-10. 1 being very dissatisfied and 10 being very satisfied. Out of 309 participants, 67 people (21.8%) claimed they were 'very' satisfied with their job, compared to just 3 people who claimed they were 'very' dissatisfied with their job. (1.0%) The mean among participants was 7.8 and a mode of 8. I transformed these into dichotomous variables for logistic regression. I recoded 1-5 as '0' and relabelled it as 'Not Satisfied' and recoded 6-10 as '1' which will be relabelled as 'Satisfied'. Results off job satisfaction were almost identical to life satisfaction.
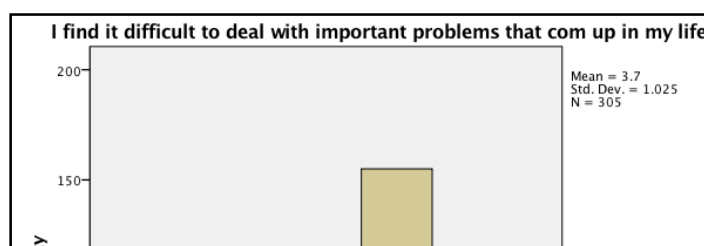
Resilience:

Participants resilience was measured between 1-5. 1 being you find it very hard to over come problems and 5 overcoming them quite easily. Out of 309 participants, 61 people (20%) 'strongly' disagreed with the statement, compared to just 5 people (1.6%) who 'strongly' agreed with the statement. The mean among participants was 4 and a mode of 8. I transformed these into dichotomous variables for logistic regression. I recoded 1-3 as '0' and relabelled it as 'I find it hard' and recoded 4-5 as '1' which will be recoded as 'It's easy'.

Health:

In general, how is your health?

Mean = 1.55
Std. Dev. = .717
N = 309
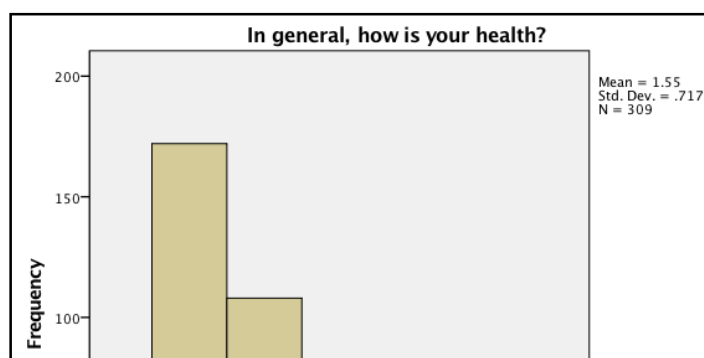
Participants were asked to rate their health on s scale of 1-5. 1 being very good and 5 being very bad. Out of 309 participants, over half of the sample (55.7%) claimed their health was 'very' good. Just 2 people (0.6%) marked their health as 'very' bad. The mean among participants was 1.55 and a mode of 1. I transformed these into dichotomous variables for logistic regression. I recoded 1-3 as '1' and relabelled it as 'Good Health' and recoded 4-5 as '10' which will be recoded as 'Bad Health'.

Job Insecurity:
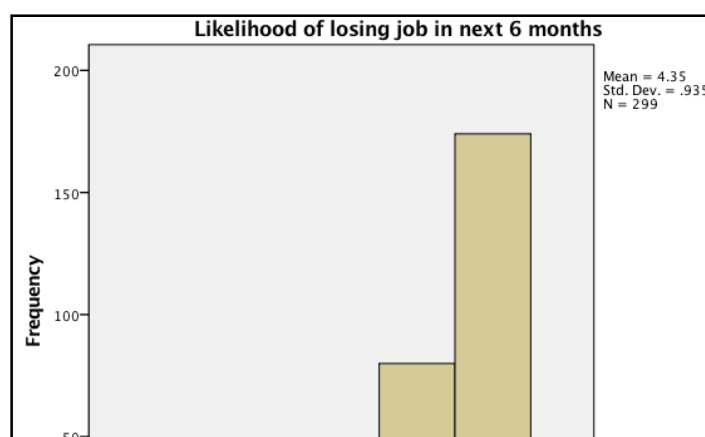
Participants were asked the likelihood of losing their job in the next 6 months. 1 being very likely and 5 being very unlikely. Out of 309 participants, over half of the sample (58.2%) claimed it was 'very' unlikely that they were to lose their job. 5 (1.7%) people answered that it was very likely they were going to lose their job within the next 6 months. The mean among participants was 5 and a mode of 4.35. I transformed these into dichotomous variables for logistic regression. I recoded 1-3 as '0' and relabelled it as 'Likely' and recoded 4-5 as '1' which will be recoded as 'Unlikely'.

5.4 MULTICOLLINEARITY TESTING

Multicollinearity can occur when two or more independent variables are highly correlated with each other. This can complicate the understanding of which independent variable contributes to the variance explained in the dependent model. (Laerd, 2015) Running the tests for multi collinearity for all independent variables showed VIF figures were <10 meaning I had no multi-collinearity issues.

Model 1: Life Satisfaction	Tolerance	VIF
Job Satisfaction	0.975	1.025
Resilience	0.973	1.028
Job Insecurity	0.940	1.064
Health	0.969	1.032
Contract Type	0.957	1.045
Marital Status	0.977	1.024
Gender	0.952	1.050

Model 2: Job Satisfaction	Tolerance	VIF
Life Satisfaction	0.928	1.077
Resilience	0.967	1.034
Job Insecurity	0.941	1.063
Health	0.933	1.072
Contract Type	0.953	1.049
Marital Status	0.979	1.021
Gender	0.928	1.044

Model 3: Resilience	Tolerance	VIF
Job Satisfaction	0.967	1.034
Life Satisfaction	0.926	1.080

Model 3: Resilience	Tolerance	VIF
Job Insecurity	0.936	1.068
Health	0.927	1.078
Contract Type	0.961	1.041
Marital Status	0.976	1.025
Gender	0.953	1.049

Model 4: Job Insecurity	Tolerance	VIF
Job Satisfaction	0.967	1.035
Resilience	0.962	1.040
Life Satisfaction	0.919	1.088
Health	0.943	1.060
Contract Type	0.965	1.036
Marital Status	0.976	1.025
Gender	0.983	1.017

Model 5: Health	Tolerance	VIF
Job Satisfaction	0.967	1.034
Resilience	0.962	1.040
Job Insecurity	0.952	1.050
Life Satisfaction	0.957	1.045
Contract Type	0.949	1.053
Marital Status	0.985	1.016
Gender	0.954	1.048

Model 6: Gender	Tolerance	VIF
Job Satisfaction	0.968	1.034
Resilience	0.963	1.039
Job Insecurity	0.966	1.035
Health	0.929	1.077
Life Satisfaction	0.915	1.093
Marital Status	0.976	1.024
Contract Type	0.959	1.043

Model 7: Marital Status	Tolerance	VIF
Job Satisfaction	0.965	1.036
Resilience	0.962	1.039
Job Insecurity	0.936	1.068
Health	0.936	1.068
Contract Type	0.953	1.050
Life Satisfaction	0.917	1.091
Gender	0.953	1.050

Model 8: Contract	Tolerance	VIF
Job Satisfaction	0.966	1.036
Resilience	0.974	1.027
Job Insecurity	0.952	1.050
Health	0.927	1.078
Life Satisfaction	0.922	1.084

Model 8: Contract	Tolerance	VIF
Marital Status	0.979	1.021
Gender	0.962	1.040

5.5 LOGISTIC REGRESSION

Using a EuroFound data set collected for previous research, I examine the association between contract type and a number of factors including job satisfaction, life satisfaction, resilience, job insecurity and employee health and wellbeing. To examine the relationship between the variables that can predict the influence of contract type on well-being and job insecurity, a binary logistical regression was performed. Five binary logistic regression models were used to estimate the association between contract type and employee well being and job insecurity. Variables were made dichotomous for the purposes of testing the data in SPSS. The main variable I am interested in for my analysis is the Permanent contract variable and Non-Permanent contract variable. Other variables included gender, marital status, age, how healthy a person was, their job satisfaction, life satisfaction, level of resilience, and job insecurity.

5.6 LOGISTIC REGRESSION RESULTS

Binary logistic regression was first performed to predict whether your contract type has an effect on life satisfaction among 309 participants. There was 15 missing cases (4.9%) in the processing summary report and 294 participants (95%) were accounted for in total. I coded not satisfied as 0 and satisfied as 1. **Model 1** has a chi square distribution that is < .05% meaning overall, the model is predicting an individuals life satisfaction better than it was with only the constant included. My results also show a 2LL value of 157.901. The Hosmer and Lemeshow test is not statistically significant (p = .996), indicating that the model is a valid fit. The model was only able to account for between 6% and 13% of variance. According to the model, included in Table 2, a person in non-permanent employment is .479 times more likely to have positive life satisfaction levels, however this failed to reach statistical significance. (p=.125) Statistical significance was only reached on the health variable and the job satisfaction variable. The model correctly classifies 91.8% of cases overall. In this model, 100% of people who were

overall satisfied with their life, were also predicted by the model to be satisfied. 7.7% of participants who were not satisfied with their life were correctly predicted by the model.

Positive predicted value: 294 x (268÷(24+268)) = 269.83 cases were correctly predicted.

Negative predicted value: 294 x (2÷ (2+0)) = 294 cases were correctly predicted.

A logistical regression model was then developed to predict someones level of resilience given their contract type. The variables were recoded as 1: 'I find it easy to overcome problems' and 0: 'I find it hard to overcome problems' in order to run binary logistic regression. **Model 2** failed to have a chi square distribution that was less than the 0.5% significance level meaning that the model is statistically better with only the constant included. However, the Hosmer and Lemeshow score indicates that it is not a poor fit. (p=.725) The model failed to find any significance between resilience and contract type, or a statistical impact from any of the other predictors. The model was only able to explain between 3% — 6% variance. The model correctly classifies 81.6% of cases overall. In this model, 92.2% of people who found it easy, were also predicted by the model. 1.9% of participants who found it hard to cope with problems in their life were correctly predicted by the model.

Positive predicted value: 294 x (239÷(52+239)) = 241.46 cases were correctly predicted.

Negative predicted value: 294 x (1÷ (1+2)) = 98 cases were correctly predicted.

A third model of logistic regression was created to compared a persons job satisfaction levels based off their contract type. **Model 3** has a chi square distribution (p=.166) that was greater than the standard .05%. . The model however is not a poor fit, with the Hosmer and Lemeshow test showing as not statistically significant (p = .945). However, overall the model was only able to account for between 4% and 7% of variance. Statistical significance was not reached with any of my independent variables, leading me to believe that contract type has no relevance to how satisfied someone is in their job. The model correctly classifies 89.1% of cases overall. In this model, 100% of people who were overall satisfied with their life, were also predicted by the model to be satisfied. 3.0% of participants who were not satisfied with their life were correctly predicted by the model.

Positive predicted value: 294 x (261÷(32+261)) = 261.89 cases were correctly predicted.

Negative predicted value: 294 x(1÷ (1+0)) = 294 cases were correctly predicted.

Another logistical regression model was constructed to determine whether a persons health was influenced by their contract type. Variables were coded as 0 indicating bad health and 1 indicating good health. **Model 4** had a chi square distribution (p=0.13) that was < .05% meaning overall, the model is a better predictor of a persons health with the independent variables included rather then if it was just tested against the constant. The Hosmer and Lemeshow test is not statistically significant (p = 1.00), indicating that the model is a good fit. The model was able to explain between 5% and 54% variance. Of the 7 predictor variables, none had a statistically significant impact. The model correctly classifies 99% of cases overall. In this model, 100% of people who claimed to have good health were also predicted by the model to be satisfied. 0% of participants who claimed to have bad health were correctly predicted by the model.

Positive predicted value: 294 x (291÷(3+291)) = 291 cases were correctly predicted.

Negative predicted value: 294 x (0÷ (0+0)) = 0 cases were correctly predicted.

A final regression analysis was performed to predict the relationship between job insecurity and contract type. The final model showed a chi square distribution score (p=0.01) that was less than the standard 0.05% and a Hosmer and Lemeshow score showed a p value of .516 confirming that it is a good fit with the chosen variables. Results showed that people under temporary contracts were .268 times more likely to feel insecure about losing their job, with a significant value at the 5% level of significance. (p=0.17) Statistical significance was reached on the gender variable with males seeming to suffer sightly more (.17%) with job insecurity then females. (p=0.04). Lastly, results showed that people with poor health problems are .026 more times likely to worry about the risk of losing their job compared to people who have good health, with a significance value less than 0.05%. (p=0.24) **Model 5** could only explain between 6% and 16% of variance. The model correctly classifies 93.9% of cases overall. In this model, 100% of people who found it unlikely that they would lose their job in the next six months were predicted

by the model. 0% of participants who thought it was likely they would lose their job were predicted by the model.

Positive predicted value: 294 x (276÷(18+276)) = 276 cases were correctly predicted.

Negative predicted value: 294 x (0÷ (0+0)) = 0 cases were correctly predicted.

Table 3: Model 1

Model 1	Cox and Snell R2	Nagelkerke R2	β	Wald	p	Exp (β)
Life Satisfaction	0.059	0.13				
Predictors						
Temporary Contract			-0.735	2.359	0.125	0.479
Poor Health			-3.626	5.645	0.018	0.027
Not Married			-0.342	0.607	0.436	0.710
Gender (Male)			0.073	0.027	0.870	1.076
High Job Insecurity			1.359	1.212	0.271	3.892
High Resilience			0.817	3.004	0.083	0.442
Low Job Satisfaction			-1.105	4.266	0.039	0.331

Table 4: Model 2

Model 2	Cox and Snell R2	Nagelkerke R2	β	Wald	p	Exp (β)
Resilience	0.034	0.056				
Predictors						
Temporary Contract			-0.655	3.488	0.062	0.519
Poor Health			-0.443	0.108	0.743	0.642
Not Married			0.145	0.211	0.646	1.157

			β	Wald	p	Exp (β)
Gender (Male)			0.204	0.401	0.527	1.226
High Job Insecurity			0.198	0.081	0.776	1.219
Low Life Satisfaction			-0.796	1.554	0.213	0.572
Low Job Satisfaction			-0.558	2.817	0.093	0.451

Table 5: Model 3

Model 3	Cox and Snell R2	Nagelkerke R2	β	Wald	p	Exp (β)
Job Satisfaction	0.035	0.069				
Predictors						
Temporary Contract			0.532	1.113	0.291	1.702
Poor Health			20.181	0.000	0.999	581510794
Not Married			-0.409	1.161	0.281	0.664
Gender (Male)			0.526	1.721	0.190	1.692
High Job Insecurity			-0.869	1.483	0.223	0.419
High Resilience			-0.548	1.514	0.219	0.578
Low Life Satisfaction			-0.989	3.378	0.066	0.372

Table 6: Model 4

Model 4	Cox and Snell R2	Nagelkerke R2	β	Wald	p	Exp (β)
Health	0.059	0.548				
Predictors						
Temporary Contract			-0.144	0.009	0.925	0.865
Low Life Satisfaction			-18.152	0.000	0.993	0.000

	β	Wald	p	Exp (β)
Not Married	-16.745	0.000	0.995	0.000
Gender (Male)	1.156	0.619	0.432	3.177
High Job Insecurity	-18.421	0.000	0.993	0.000
High Resilience	-0.412	0.052	0.820	0.662
Low Job Satisfaction	34.447	0.000	0.994	9.119E+14

Table 7: Model 4

Model 5	Cox and Snell R2	Nagelkerke R2	β	Wald	p	Exp (β)
Job Insecurity	0.060	0.164				
Predictors						
Temporary Contract			-1.315	5.674	0.17	0.268
Poor Health			-3.645	5.085	0.024	0.026
Not Married			-0.220	0.176	0.675	0.803
Gender (Male)			-1.780	8.188	0.04	0.169
Low Life Satisfaction			1.688	1.361	0.243	5.409
High Resilience			0.123	0.032	0.859	1.131
Low Job Satisfaction			-0.936	1.718	0.190	0.392

CHAPTER SIX — DISCUSSION

6.1 INTRODUCTION

This chapter will link the findings of this research with the academic literature on employee attitudes. It will link the key findings of the results of the analysis with other academic research. Limitations of this study will follow, concluding with a set of recommendations and costings based on the secondary research that was conducted.

6.2 DISCUSSION OF FINDINGS

My original hypotheses failed to reach significance level and no significant relationship showed between temporary contracts and the chosen dependent variables. The first key finding in my results was a positive relationship between life satisfaction and job satisfaction. The relationship between job and life satisfaction was initially investigated by Bradfield et al. (1957) We find that when job satisfaction levels are low, it has a detrimental effect to a persons life satisfaction. Findings also showed that having poor health can have a detrimental affect on a persons life satisfaction. (-3.626) This links to Alghamdi (2015) views that life satisfaction is positively linked to job satisfaction, which in turn, influences employees' mental and physical health and well-being. These findings support the spillover model, this model indicates that employees who are dissatisfied with their job will be dissatisfied with their lives suggesting a positive relationship between the two variables. (Ilies, 2009) Employees who feel like they have no option to be in anything else other than temporary employment but wish they had permanent contracts report lower levels of happiness and life satisfaction compared to those who have willingly chosen to

be in temporary employment. Andrew Scott and Lynda Gratten (2016) claim that the lifespan of millennials is increasing considerably, and argue that young people today should prepare to work beyond their 70s. Work is a central part of living a happy and fulfilled life, which is why the relationship between job satisfaction and life satisfaction cannot be ignored. There is a certain stigma around mental health that is still prevalent in the workplace, with 38% of people reporting that they felt their workplace had an exclusive environment to be open about issues such as mental health. (Happiness Report, 2017) These statistics show millennials will need to manage mental health conditions throughout their working lives, while also trying to balance the highly competitive labour market. This requires both employees and employers to have more of an awareness between the correlation between employees mental health and the workplace. Another key finding showed a positive link between life satisfaction and resilience. These findings are similar to Abolghasemi and Varaniyab (2010), who suggest that the management of resilience is vital for increasing life satisfaction among their study of high school students.

Results showed a relationship between job insecurity and poor health levels and also a difference between genders. 1 in 4 adults will experience at least one diagnosable mental health problem. (Flexibility for Who, 2017) The Flexibility for Who report showed an overwhelming figure of 62% of employees agreeing that their work life is a contributing factor to poorer mental health levels. Another report from the CIPD (2016a) reported that just 4 percent of all mental health cases reported that it did not have an affect on their health in their workplace. EuroFounds study using this data across all of Europe showed a link of association between job insecurity and lower life satisfaction and lower job satisfaction. However, when the data was limited to the Irish sector alone, none of these variables came back as statistically significant when compared with the job insecurity model. (EuroFound, 2017) While there was no significant relationship between temporary contracts and job insecurity, men seemed to suffer more with job insecurity compared to women. These results are in line with Richardson et al. (2012) views on men having more unfavourable views towards the idea of flexible working due to that perceived image of men being the dominant earner in the family and the need to have secure employment. There is a traditional assumption made that men think slightly more negative towards the idea of flexible working, given there stereotypical label as the 'breadwinners' for their family and the reality of flexible employment being more exposed to uncertain earnings and low employment status. At worse, they are stuck with the 'lesser' job with lower pay and the risk that their workload and hours can be changed at any due point by their employer. There is still a perceived image of lack of career development and low status in the workplace when working under fixed term contracts. (Richardson et al. 2012) These factors

could lead to the contribution of poor mental health. Conversely, in general, women who are under terms of casual employment are the second earners within their family, so the idea of losing their job is less daunting and they handle the level of insecurity that temporary employment brings with more ease. When testing for job satisfaction there was negative relationship between high life satisfaction and low life satisfaction. By analysing data from the EQLS, while this paper did not find evidence of a relationship between temporary employment contracts and low job satisfaction.

CHAPTER SEVEN — CONCLUSIONS

7.1 RECOMMENDATIONS

Conducting a large scale study of the relationship between contract type and employee behaviours and attitudes in both a quantitative and qualitative sense could yield extremely valuable information in regard to understanding the relationship in an in-depth level and provide insights of some of the issues people are dealing with under temporary contracts. This study was run using secondary data and the researcher used a quantitive approach. For future research, a qualitative approach could be used with open ended interview questions to capture a more personal response from an employee. The data used in this analysis was based off random sampling across Ireland and the involved participants had various job titles . Future research could focus in on a particular sector such as the voluntary sector who would employ a lot of people under temporary contracts. A final recommendation would be that some of the results in this study gave conflicting results, so a wider scale study would be of use in order to gain more conclusive findings.

7.2 LIMITATIONS

The logistical regression model indicates a high degree of variance that is unaccounted for and could be influencing the results. The data as such must be treated with caution. This study mainly aimed at illustrating the differential impact of contract type on employee wellbeing and job insecurity. The logistical regression suggests that a different model with additional variables that capture employee wellbeing (ie; optimism, depression) could be a useful suggestion for future research.

7.3 IMPLICATIONS OF FINDINGS AND COSTINGS

A key finding in my study shows that life satisfaction is negatively reduced when job satisfaction is low, and positively increased when job satisfaction is high. In past literature, life satisfaction has been linked to organisational commitment and job satisfaction. (Diener and Tay, 2012) Erdogan et al. (2012) also notes that job satisfaction leads to increased performance and low absenteeism rates. Firms should focus on showing workers that they care about their wellbeing within the organisation In return, the employee will feel appreciated and understood by important others. (Van den Broeck et al., 2016) Employers can promote wellbeing throughout the workplace with initiatives such as team bonding days or introducing mindful activities such as yoga and meditation sessions into the workplace. Management can show they value their employees through performance appraisals, quarterly reviews and offering extrinsic rewards in return for outstanding work contribution.

While there was no statistical significant relationship between contract type and wellbeing within my study, it's important to note of any implications that could arise between the two. Many scholars note the relationship between temporary employment and low job satisfaction and wellbeing. In relation to increasing job satisfaction among temporary workers, additional training days or the addition of a workplace 'buddy' mentor for temporary workers could help them improve their skills and knowledge of the workplace. Callea et al. (2017) note that when a worker is aware of their contribution to the company, they start to consider their work important and feel of value to the company. This added sense of value to the company will leave them feeling a sense of achievement and morale will be boosted, improving intrinsic job satisfaction. These interventions are low cost and will improve job satisfaction while also improving employee well being. Consequently, the sense of job insecurity associated with temporary work is known to affect personal and family life (Callea and Ballone, 2010) If an individual is employed on a few temporary contracts over the course of their working life, it can lead to negative effects both on the individual and the organisations that they work in. A temporary worker will go through various different training days, form many different social relationships as well as always having the uncertain expectations of what the future will hold for them. (Callea, 2012) This can lead to a decrease in enthusiasm among temporary workers and a decrease in their productivity, which according to Wittmer and Martin (2011) can lead to increased absenteeism and reduced productivity. It is therefore vital for management to be aware of the

issues and take temporary workers well-being into full consideration for optimal firm performance. Issues could be raised through feedback forms and exit interviews.

7.4 CONCLUSION

A significant difference between contract type and employee attitudes and behaviours was not found at the 5% level on any of the models. At the 5% level of significance, the logistic regression model did not find any statistical significance between the relationship of temporary employment and life satisfaction, job satisfaction, resilience, poor health and job insecurity. However, the five logistical regression tests did not account for a high degree of variance in any model. The relationship between job and life satisfaction was statistically significant. The findings of this study indicate that spillover is the predominant model of relationship between job and life satisfaction among employees in the Irish workforce. The result also shows that having poor health leads to poor health, and that those who measure higher on a resilience scale are more likely to experience higher levels of satisfaction. The study has no examined the potential effect of permanent and non permanent contracts on employee behaviours and attitudes in the Irish workforce. Future research could focus on other factors such as economic insecurity and inclusion in the workplace. These factors could have potential impact on a persons behaviour in the workplace while under a temporary contract. The significance of the experience should not be limited to a belief that contract type has no affect on employees behaviours in the workplace given the wide range of literature available to prove otherwise (Emanuel et al. 2015; Lozza et al. 2012; Rigotti et al; 2014) Rather, this study has explored in particular, the strong relationship between life satisfaction and job satisfaction and uncovered statistically significant findings of the relationship between health and resilience on satisfaction levels, and the relationship between health and job insecurity.

CHAPTER 8 — PERSONAL LEARNING STATEMENT

After finishing up the concluding paragraph on this thesis, I took a day to sit back and reflect how this journey has affected me over the past few months and I came to the realisation on how much I have truly enjoyed this process. While there were some days I searched for hours to find the perfect content, I am a person who loves to learn and thrives off learning new things in and outside of the lecture hall. I was lucky enough to have the option to do my dissertation on whatever I wanted so I chose to do a topic that was related to my M.A and my future career in Human Resources, which added to my passion for research during the process. Admittedly, I had no idea what to write about when I first started but after spending a semester researching and writing about contracts and wellbeing, it is safe to say I know more than I ever could have hoped! There were times I struggled to motivate myself to do work, particular with none of my surrounding friends and family not doing work, but looking back, on the whole, I enjoyed the research and writing and found the work was way more manageable than I originally thought it was going to be. I split the dissertation into five parts. First, was the proposal. I struggled the most with this section as I had to match my ideas with a relevant topic that existed and there was not a lot of literature. I also had no experience in dissertation writing before so it took a few errors to occur before I managed to grasp the style of writing and level of research that needed to be done. Once I had decided that I wanted to link contracts and wellbeing, I began researching. This part was intriguing as I got to learn a lot more about contracts and human well being than I knew before, however, I found a lot of literature about this topic was written 10 years ago so I became slightly frustrated when I could not find as much up to date information in the literature as I had previously expected. My biggest set back for me personally was when I had gotten denied access for data which I originally thought I had access too. I was really happy with my survey that I had built up and it had taken up a few days work. Nevertheless, with the

help of my supervisor, we did a quick change around and I decided to go down the route of secondary data. It was beneficial in the sense my field research was done before I had even started, all data had been collected for me. However, I had to cut a lot down and as a first-time SPSS user, I had to quickly get the hang of it.

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APPENDIX — LOGISTIC REGRESSION MODEL 1

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	17.853	7	.013
	Block	17.853	7	.013
	Model	17.853	7	.013

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	157.901[a]	.059	.131

a. Estimation terminated at iteration number 6 because parameter estimates changed by less than .001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.

Classification Table[a]

			Predicted		
			LifeSatisafaction		Percentage Correct
Observed			Not Satisfied	Satisfied	
Step 1	LifeSatisafaction	Not Satisfied	2	24	7.7
		Satisfied	0	268	100.0
	Overall Percentage				91.8

a. The cut value is .500

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
Step 1[a]	Contract1(1)	-.735	.479	2.359	1	.125	.479	.188	1.225
	Health (1)	-3.626	1.526	5.645	1	.018	.027	.001	.530
	Married(1)	-.342	.439	.607	1	.436	.710	.300	1.679
	Respondent sex(1)	.073	.449	.027	1	.870	1.076	.446	2.595
	Job Insecurity (1)	1.359	1.234	1.212	1	.271	3.892	.346	43.744
	Resilience(1)	-.817	.471	3.004	1	.083	.442	.176	1.113
	Job satisfaction(1)	-1.105	.535	4.266	1	.039	.331	.116	.945
	Constant	3.075	.452	46.341	1	.000	21.649		

a. Variable(s) entered on step 1: Contract1, Health , Married, Respondent sex, Job Insecurity , Resilience, Job satisfaction.

APPENDIX — LOGISTIC REGRESSION MODEL 2

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	10.152	7	.180
	Block	10.152	7	.180
	Model	10.152	7	.180

Model Summary

Step	-2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	267.269[a]	.034	.056

a. Estimation terminated at iteration number 4 because parameter estimates changed by less than .001.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.

Classification Table[a]

			Predicted		
			Resilience		Percentage Correct
Observed			I find it hard	Its easy	
Step 1	Resilience	I find it hard	1	52	1.9
		Its easy	2	239	99.2
	Overall Percentage				81.6

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
Step 1[a]	Contract1(1)	-.655	.351	3.488	1	.062	.519	.261	1.033
	Health (1)	-.443	1.350	.108	1	.743	.642	.046	9.050
	Married(1)	.145	.317	.211	1	.646	1.157	.622	2.151
	Respondent sex(1)	.204	.322	.401	1	.527	1.226	.652	2.306
	Job Insecurity (1)	.198	.695	.081	1	.776	1.219	.312	4.762
	Job satisfaction(1)	-.558	.448	1.554	1	.213	.572	.238	1.376
	LifeSatisafaction(1)	-.796	.475	2.817	1	.093	.451	.178	1.143
	Constant	1.681	.277	36.795	1	.000	5.369		

a. Variable(s) entered on step 1: Contract1, Health , Married, Respondent sex, Job Insecurity , Job satisfaction, LifeSatisafaction.

APPENDIX — LOGISTIC REGRESSION MODEL 3

Omnibus Tests of Model Coefficients

		Chi–square	df	Sig.
Step 1	Step	10.413	7	.166
	Block	10.413	7	.166
	Model	10.413	7	.166

Model Summary

Step	−2 Log likelihood	Cox & Snell R Square	Nagelkerke R Square
1	196.083[a]	.035	.069

a. Estimation terminated at iteration number 20 because maximum iterations has been reached. Final solution cannot be found.

Hosmer and Lemeshow Test

Step	Chi–square	df	Sig.

Classification Table[a]

			Predicted		
			Job satisfaction		Percentage Correct
Observed			Not Satisfied	Satisifed	
Step 1	Job satisfaction	Not Satisfied	1	32	3.0
		Satisifed	0	261	100.0
	Overall Percentage				89.1

a. The cut value is .500

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B) Lower	Upper
Step 1[a]	Contract1(1)	.532	.504	1.113	1	.291	1.702	.634	4.572
	Health (1)	20.181	23105.729	.000	1	.999	581510794	.000	.
	Married(1)	−.409	.380	1.161	1	.281	.664	.315	1.398
	Respondent sex(1)	.526	.401	1.721	1	.190	1.692	.771	3.714
	Job Insecurity (1)	−.869	.713	1.483	1	.223	.419	.104	1.698
	LifeSatisafaction(1)	−.989	.538	3.378	1	.066	.372	.130	1.068
	Resilience(1)	−.548	.445	1.514	1	.219	.578	.241	1.384
	Constant	2.227	.344	41.988	1	.000	9.269		

a. Variable(s) entered on step 1: Contract1, Health , Married, Respondent sex, Job Insecurity , LifeSatisafaction, Resilience.

APPENDIX — LOGISTIC REGRESSION MODEL 4

Omnibus Tests of Model Coefficients

		Chi–square	df	Sig.
Step 1	Step	17.877	7	.013
	Block	17.877	7	.013

Classification Table[a]

			Predicted		
			Health		Percentage Correct
Observed			Bad health	Good Health	
Step 1	Health	Bad health	0	3	.0
		Good Health	0	291	100.0
	Overall Percentage				99.0

a. The cut value is .500

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B)	
								Lower	Upper
Step 1[a]	Contract1(1)	-.144	1.543	.009	1	.925	.865	.042	17.801
	Married(1)	-16.745	2523.297	.000	1	.995	.000	.000	.
	Respondent sex(1)	1.156	1.470	.619	1	.432	3.177	.178	56.642
	Job Insecurity (1)	-18.421	1996.981	.000	1	.993	.000	.000	.
	LifeSatisafaction(1)	-18.152	1996.981	.000	1	.993	.000	.000	.
	Resilience(1)	-.412	1.812	.052	1	.820	.662	.019	23.077
	Job satisfaction(1)	34.447	4951.952	.000	1	.994	9.119E+14	.000	.
	Constant	36.267	3217.913	.000	1	.991	5.628E+15		

a. Variable(s) entered on step 1: Contract1, Married, Respondent sex, Job Insecurity , LifeSatisafaction, Resilience, Job satisfaction.

APPENDIX — LOGISTIC REGRESSION MODEL 5

Omnibus Tests of Model Coefficients

		Chi-square	df	Sig.
Step 1	Step	18.307	7	.011
	Block	18.307	7	.011
	Model	18.307	7	.011

Model Summary

Classification Table[a]

	Observed		Predicted		
			Job Insecurity		Percentage Correct
			Likely	Unlikely	
Step 1	Job Insecurity	Likely	0	18	.0
		Unlikely	0	276	100.0
	Overall Percentage				93.9

a. The cut value is .500

Variables in the Equation

		B	S.E.	Wald	df	Sig.	Exp(B)	95% C.I.for EXP(B)	
								Lower	Upper
Step 1[a]	Contract1(1)	-.144	1.543	.009	1	.925	.865	.042	17.801
	Married(1)	-16.745	2523.297	.000	1	.995	.000	.000	.
	Respondent sex(1)	1.156	1.470	.619	1	.432	3.177	.178	56.642
	Job Insecurity (1)	-18.421	1996.981	.000	1	.993	.000	.000	.
	LifeSatisafaction(1)	-18.152	1996.981	.000	1	.993	.000	.000	.
	Resilience(1)	-.412	1.812	.052	1	.820	.662	.019	23.077
	Job satisfaction(1)	34.447	4951.952	.000	1	.994	9.119E+14	.000	.
	Constant	36.267	3217.913	.000	1	.991	5.628E+15		

a. Variable(s) entered on step 1: Contract1, Married, Respondent sex, Job Insecurity , LifeSatisafaction, Resilience, Job satisfaction.