

Job Insecurity and Work Engagement: Role of Perceived Organizational Politics and Employee Grit

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ABSTRACT

Purpose: Employing job demand resource model, the current study investigates the effect of job insecurity (JI) on employees' work engagement (WE) directly and indirectly via perceived organizational politics. Furthermore, it is posit that employee grit is a boundary condition that occurs in the second stage of the relationship between perceived organizational politics and employees' work engagement.

Design/Methodology/Approach: This study is quantitative in nature and data has been collected in from 201 employees working in education sector in two waves.

Finding/Results: The findings provide evidence in support of the proposed model and demonstrate that perceived organizational politics serves as a mediator of the relationship between JI and WE. Furthermore, the results of the moderation show that grit had a significant moderating effect on the relationship between perceived organizational politics and employees' work engagement. This means that the employees' work engagement is high when employee grit is high.

Research Implications: Employees who worry about their job insecurity may feel politics in workplace which may decrease work engagement. The study suggests that organizations should hold discussions and training programs to reduce job insecurity. Grit may help workers cope with job insecurity and alienation, enhancing work engagement. To reduce job insecurity, workforce grit is important.

Originality/Value: The current study highlights work alienation as a mediator, revealing how job insecurity can indirectly raise perceived organizational politics. This is vital to understanding how employees react to job insecurity psychologically. Secondly, by using employee grit as a moderator, the study sheds light on job insecurity responses by employees. It shows that grittier workers may be more robust to job insecurity and its outcomes.

Keywords: *Job insecurity, Employee grit, perceived organizational politics, Work Engagement*