

“ASSOCIATION BETWEEN JOB INSECURITY AND FAMILY RELATIONSHIPS: AN EMPIRICAL STUDY OF EMPLOYEES IN US IT RECRUITMENT INDUSTRY”

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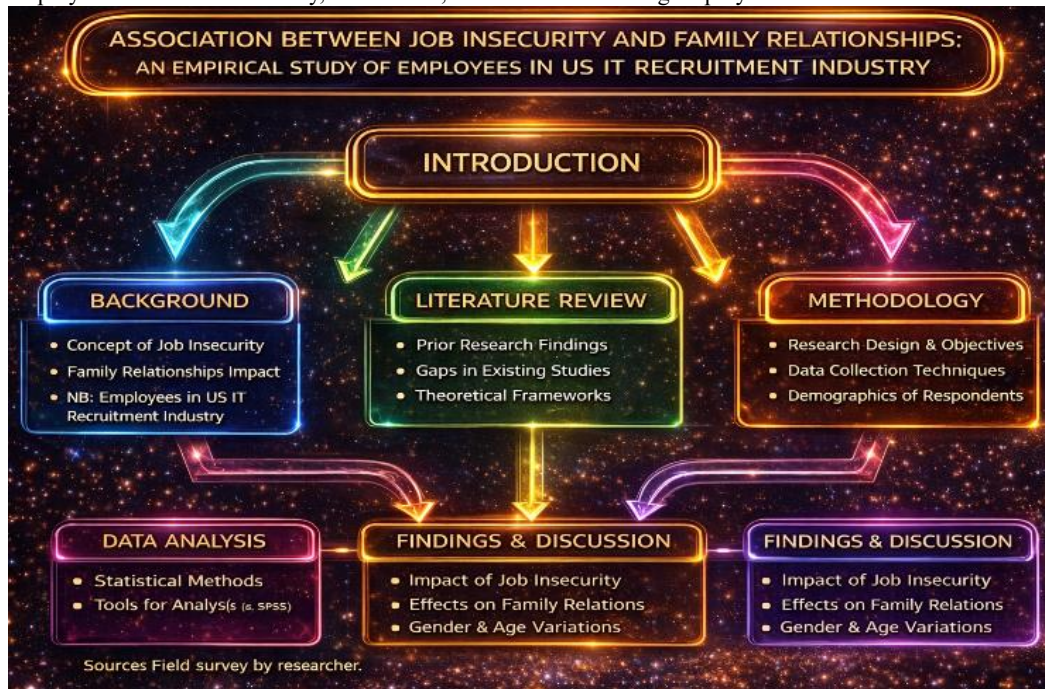
ABSTRACT

In contemporary life, job insecurity and family relations have become two of the most significant dimensions affecting the personal and professional well-being of employees. These aspects are especially important in the IT recruitment industry, where employees often experience high work pressure, performance expectations, and changing employment conditions. Recognizing the importance of these issues, the present study focused on examining job insecurity and family relations among married and unmarried employees working in the IT recruitment sector. For the purpose of the study, primary data were collected from 155 employees, including both male and female respondents belonging to different age groups. A simple random sampling technique was adopted to ensure fair representation of the respondents. The data were gathered through a structured survey questionnaire based on a 5-point Likert scale, where the responses ranged from Strongly Agree (5), Agree (4), Neutral (3), Disagree (2), to Strongly Disagree (1). The collected data were analyzed using SPSS, and statistical tools such as mean, standard deviation, t-test, and ANOVA were used to interpret the results. The findings reveal a significant association in the case of married employees with respect to job insecurity based on gender and age. However, no significant association was found among unmarried employees regarding job insecurity. Similarly, family relations did not show any significant association based on gender or age among either married or unmarried employees.

Keywords: Association, Job insecurity, Family relations, IT recruitment, Hyderabad.

INTRODUCTION

Job insecurity has emerged as one of the most serious stressors in the contemporary workplace, affecting not only employees themselves but also their families and the overall functioning of organizations. Previous studies have shown that job insecurity produces harmful psychological, emotional, and behavioral outcomes, making it an issue of growing concern in modern organizational settings. Researchers such as Shoss (2017), Richter and Näswall (2019), and Lee et al. (2018) have emphasized that the fear of losing one's job or facing uncertainty in employment can reduce stability, satisfaction, and confidence among employees.



Wilson et al. (2020) further identified job instability as a major source of frustration that contributes to anxiety, emotional strain, and psychological distress. Similarly, Demirović Bajrami et al. (2021) and Wong et al. (2021) recognized job insecurity as a key stress-inducing factor in professional life. In addition, job insecurity extends beyond the workplace and significantly influences family relations. Larson, Wilson, and Beley (1994) found a systematic relationship between employment insecurity and family dysfunction, marital strain, and increased household problems. Employees experiencing insecurity often struggle with anxiety and depression, which reduces their ability to fulfill family roles

effectively. Moreover, work-family conflict and insecure job conditions can contribute to poor job performance, low productivity, strained workplace relationships, and increased turnover, thereby negatively affecting both individuals and organizations.

REFIEW OF LITERATURE

Greenhaus and Powell (2006)ⁱ anticipated and discovered that the impact of work-family conflict and enrichment varies greatly over the family life cycle. According to Wang, Lu, and Siu (2015), job uncertainty causes people to become asymmetrically dependent on others and makes their work unpredictable. Further, in recent studies indicates that those who felt insecure at work were 40% more likely to have strained relationships with family members (Gallup, 2023)ⁱⁱ. These revelations are intriguing and consistent with a well-known theory emphasizing the connection between job and family life (Allen and French, 2023)ⁱⁱⁱ. Finstad et al. (2024)^{iv} conducted a research on 266 Italian workers data using confirmatory factor analysis (CFA) and structural equation mediation models. It is found that job insecurity was positively associated with work-to-family conflict. According to Yekini et al.'s study from 2025, job instability has a detrimental impact on work-family enrichment. This link is mediated by approach and avoidance power-balancing operations, and the negative effect is less pronounced when psychological contract violation is minimal.^v According to Ribas et al. (2025)^{vi}, job instability, work passion, and work-life balance are significantly correlated. Both the ability to be flexible at work and the willingness to be flexible at home are diminished by job uncertainty. In general, harmonious work passion reduces family flexibility-willingness while increasing work flexibility-ability. Obsessive job enthusiasm, on the other hand, increases family flexibility-ability and willingness while decreasing work flexibility-willingness. These impacts differ depending on the type of employment arrangement. In Indian context, Vaishnavi (2022)^{vii} made a study on job insecurity and its impact on various types of employees. The study explained on how job insecurity affects family and marital relationships and what the reasons for job insecurity are. According to Shivani Sharma (2022)^{viii}, job insecurity is adversely correlated with work relationships and work conduct and positively correlated with corporate position and controls. The results also demonstrate that job uncertainty does not have a significant impact on employees' wellbeing. To increase job performance and job satisfaction, the study recommends things like job rotation and enrichment. A study by Mittal and Raj Kola

(2024)^{ix}, the degree of work and family conflict has little direct impact on family relationships and whether you will have good or bad relationships with them. Additionally, there was very little difference between males and females in the context of work family conflict and family relationships, but it is not significant enough to draw firm conclusions, so males and females faced the same work family conflict and had similar levels of satisfactory family relationships. Begum, Shafaghi, and Adeel (2025)^x discovered a favorable correlation between work-life conflict and health problems and job instability. Additionally, there was a negative correlation between job performance and job insecurity. The association between job insecurity and health problems, job performance, and work-life conflict was found to be mediated by work demand, work time, family time, and family demand, according to regression analysis. After pursuing the above literature, the investigator thought that it is appropriate to conduct an empirical study on “ASSOCIATION BETWEEN JOB INSECURITY AND FAMILY RELATIONSHIPS: AN EMPIRICAL STUDY OF EMPLOYEES IN US IT RECRUITMENT INDUSTRY”. The role of job insecurity and family relation have not been explored on the employees working in US IT recruitment industry specifically in the newly established Telangana state. Moreover, the present study inspects insecurity among married and unmarried working employees. Therefore, study identifies the factors that influence employees’ intention in this industry. The research study also aims to analyze the challenges faced by the organizations to counter job insecurity.

Objectives:

1. To find out the association between male & female and different age group employees working in US IT recruitment industry regarding their job insecurity.
2. To find out the association between male & female and different age group employees working in US IT recruitment industry regarding their family relations.

Hypotheses:

1. There is no significant association between male & female and different age group employees working in US IT recruitment industry regarding their job insecurity.
2. There is no significant association between male & female and different age group employees working in US IT recruitment industry regarding their family relations.

METHODOLOGY

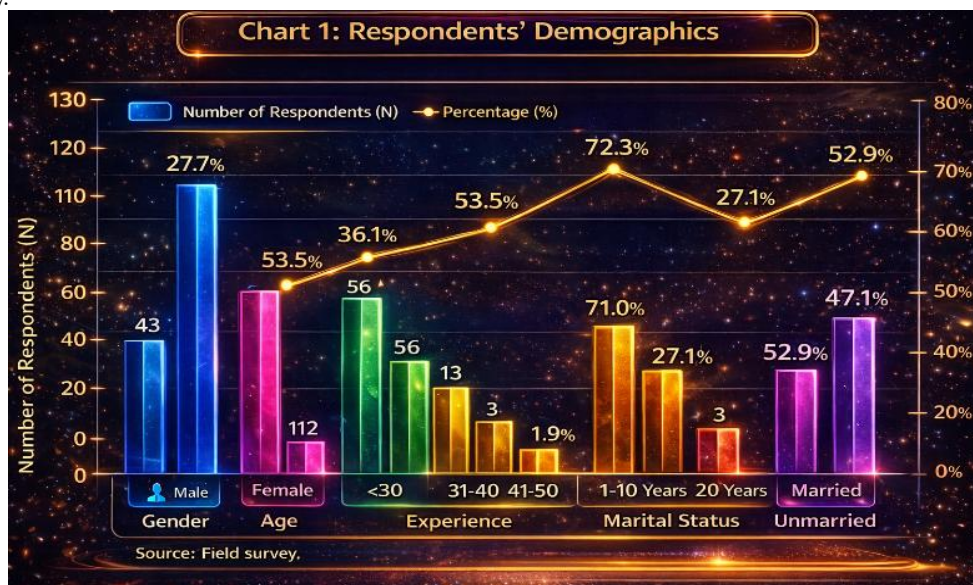
In order to test the research hypotheses, the researcher approached a field survey. The survey was conducted using a research questionnaire among the employees working in US IT recruitment organisations such as Antra Info Solution Pvt. Ltd., Claisys Software Pvt. Ltd., Cognizant Technology Solutions, GNS Staffing Solutions Pvt. Ltd., MTX Group Inc., SRL Professional Services Pvt. Ltd., Ziras Technologies. The IT companies chosen for this study were primarily provide recruitment services in IT industry.

A questionnaire was developed and collected the data from the above IT organizations. The data was tested with the validity and reliability of questionnaire items. The respondents rated the following measures i.e., job insecurity and family relations on 5-point Likert scale. The reliability was obtained for two dimensions. The Cronbach’s Alpha for 11 Job insecurity items is .707 and for family relationship it is .739.

Table 1: Respondents’ Demographics

Sl. No.	Variable	Group	N	%
1.	Gender	Male	43	27.7
		Female	112	72.3
2.	Age	<30	83	53.5
		31-40	56	36.1
		41-50	13	8.4
		>50	3	1.9
3.	Experience	1-10 years	110	71.0
		11-20 years	42	27.1
		>20 years	3	1.9
4.	Marital status	Married	82	52.9
		Unmarried	73	47.1

Source: Field survey.



The table illustrates that female (72.3%) are higher than male (27.7%). On the age basis <30 age respondents (53.6%) are higher compared to other age groups. As per experience categorization, there are 71.0% of them are 1-10 years of experience. Married respondents are just higher 5.8%.

RESULTS AND DISCUSSION

(a) Job Insecurity among Married

Table 1: Mean, SD and t-value of Married Employees of US IT Recruitment Industry regarding Job Insecurity based on gender

Sl. No.	Gender	N	Mean	SD	df	t value	Sig. (2-tailed)	Result
1.	Male	32	31.56	4.64	80	2.230	.029*	Significant
2.	Female	50	34.58	6.68				

Source: Field survey by researcher

Table 1 illustrates the mean, standard deviation and t-values of male and female married employees of US IT recruitment industry with regard to their job insecurity. The mean value of the male is 31.56 and standard deviation value is 4.64. Simultaneously, the female employees is 34.58 and standard deviation is 6.68. The t value is 2.230 ($p=.029<.05$) which is significant at 80 degrees of freedom. Therefore, it is found that there is a significant association between married male and female with regard to job insecurity.

Table 2: Mean, SD and t-value of Married Employees of US IT Recruitment Industry regarding Job Insecurity based on Age

Age	Job Insecurity		
	N	Mean	SD
<30	71	33.33	5.89
31-40	9	33.22	8.25
41-50	2	36.50	6.36
Total	82	33.40	6.12

ANOVA Results						
Job Insecurity	Sum of squares	df	Mean square	F	Sig.	Result
Between groups	19.777	2	9.888	0.259	.772	Not Signi-ficant
Within groups	3015.94	79	38.176			
Total	3035.720	81				

Source: Field survey by researcher



Table 2 shows the respondents' job insecurity mean values of US IT recruitment industry based on their age. The mean value of less than 30 years is 33.33, standard deviation value is 5.89; similarly the mean value of 31-40 years age group is 33.22 and standard deviation value is 8.25 and the mean value of 41-50 years age group is 36.50 and standard deviation is 6.12. The table also shows the ANOVA results of the married respondents of different age groups. The F value is found to be not significant ($F=0.259, p=.772>.05$). This indicates that there is no significant association among different age group married respondents regarding job insecurity.

(b) Job Insecurity among Unmarried

Table 3: Mean, SD and t-value of Unmarried Employees of US IT Recruitment Industry regarding Job Insecurity based on gender

Sl. No.	Gender	N	Mean	SD	df	t value	Sig. (2-tailed)	Result
1.	Male	11	29.54	4.45	71	2.253	.027*	Significant
2.	Female	62	33.56	5.59				

Source: Field survey by researcher

Table 3 illustrates the mean, standard deviation and t-values of male and female unmarried employees of US IT recruitment industry with regard to their job insecurity. The mean value of the male is 29.54 and standard deviation value is 4.45. Similarly, the female employees is 33.56 and standard deviation is 5.59. The t value is 2.253 ($p=.027<.05$) which is significant at 71 degrees of freedom. It is observed from table that there is a significant association between unmarried male and female with regard to job insecurity.

Table 4: Mean, SD and t-value of Unmarried Employees of US IT Recruitment Industry regarding Job Insecurity based on Age

Age	Job Insecurity		
	N	Mean	SD
<30	12	33.16	5.84
31-40	47	33.38	5.67
41-50	11	31.81	5.54
>50	3	29.66	4.61
Total	73	32.95	5.60

ANOVA Results						
Job Insecurity	Sum of squares	df	Mean square	F	Sig.	Result
Between groups	55.801	3	18.600	0.582	.629	Not Signi-ficant
Within groups	2205.076	69	31.958			
Total	2260.877	72				

Source: Field survey by researcher

Table 4 shows the mean values of unmarried respondents' working in US IT recruitment industry regarding job insecurity based on their age. The mean value of less than 30 years is 33.16, standard deviation value is 5.84; similarly the mean value of 31-40 years age group is 33.38 and standard deviation value is 5.67, the mean value of 41-50 years age group is 31.81 and standard deviation is 5.54 and the mean value of greater than 50 years age group is 29.66 and standard deviation is 4.61.

Further, the table also shows the ANOVA results of the unmarried respondents of different age groups regarding job insecurity. The F value is found to be not significant ($F=0.629, p=.629>.05$). This indicates that there is no significant association among different age groups of unmarried respondents regarding job insecurity.

(c) Job Insecurity among Married and Unmarried

Table 5: Mean, SD and t-value of Married & Un-married Employees of US IT Recruitment Industry regarding Job Insecurity based on gender

Sl. No.	Gender	N	Mean	SD	df	t value	Sig. (2-tailed)	Result
1.	Male	43	31.04	4.63	153	2.889	.004**	Significant
2.	Female	112	34.01	6.09				

Source: Field survey by researcher

Table 5 illustrates the mean, standard deviation and t-values of male and female married and unmarried employees of US IT recruitment industry with regard to their job insecurity. The mean value of the male is 31.04 and standard deviation value is 4.63. Similarly, the female employees is 34.01 and standard deviation is 6.09. The t value is 2.889 ($p=.004<.01$) which is more significant at 153 degrees of freedom. So, the results indicates that there is much significant association between married and unmarried employees with regard to job insecurity.

Table 6: Mean, SD and t-value of Married & Un-married Employees of US IT Recruitment Industry regarding Job Insecurity based on Age

Age	Job Insecurity		
	N	Mean	SD
<30	83	33.31	5.84
31-40	56	33.35	6.06
41-50	13	32.53	5.68
>50	3	29.66	4.61
Total	155	33.19	5.86

ANOVA Results						
Job Insecurity	Sum of squares	df	Mean square	F	Sig.	Result
Between groups	45.58	3	15.19	0.436	.727	Not Significant
Within groups	5258.610	151	34.82			
Total	5304.194	184				

Source: Field survey by researcher

Table 6 shows the mean values of married and unmarried respondents' working in US IT recruitment industry regarding job insecurity based on their age. The mean value of less than 30 years is 33.31, standard deviation value is 5.84; similarly the mean value of 31-40 years age group is 33.35 and standard deviation value is 6.06, the mean value of 41-50 years age group is 32.53 and standard deviation is 5.68 and the mean value of greater than 50 years age group is 29.66 and standard deviation is 4.61.

Further, the table also shows the ANOVA results of the married and unmarried respondents of different age groups regarding job insecurity. The F value is found to be not significant ($F=0.436, p=.727>.05$). This indicates that there is no significant association among different age groups of married and unmarried respondents regarding job insecurity.

(D) Family Relations of Married Employees

Table 7: Mean, SD and t-value of Married Employees of US IT Recruitment Industry regarding Family Relations based on gender

Sl. No.	Gender	N	Mean	SD	df	t value	Sig. (2-tailed)	Result
1.	Male	32	55.31	8.63	80	0.127	.900	Not Significant
2.	Female	50	55.06	8.92				

Source: Field survey by researcher

Table 7 shows the mean, standard deviation and t-values of male and female married employees of US IT recruitment industry with regard to their family relations. The mean value of the male is 55.31 and standard deviation value is 8.63. Further, the female employees is 55.06 and standard deviation is 8.92. The t value is 0.127 ($p=.900>.05$) which is not significant at 80 degrees of freedom. Hence, the results shows that there is no significant association between male and female married employees regarding their family relations.

Table 8: Mean, SD and t-value of Married Employees of US IT Recruitment Industry regarding Family Relations based on Age

Age	Family Relations		
	N	Mean	SD
<30	71	54.81	8.70
31-40	9	57.77	9.12
41-50	2	55.50	13.43
Total	82	55.15	8.76

ANOVA Results						
Family Relations	Sum of squares	df	Mean square	F	Sig.	Result
Between groups	70.26	2	35.132	0.451	.638	Not Significant
Within groups	6148.675	79	77.831			
Total	6218.939	81				

Source: Field survey by researcher

Table 8 shows the mean values of married respondents' working in US IT recruitment industry regarding family relations based on their age. The mean value of less than 30 years is 54.81, standard deviation value is 8.70; similarly the mean value of 31-40 years age group is 57.77 and standard deviation value is 9.12, and the mean value of 41-50 years age group is 55.50 and standard deviation is 13.43.

The table also shows the ANOVA results of the married respondents of different age groups regarding family relations. The F value is found to be not significant ($F=0.451, p=.638>.05$). This results display that there is no significant association among different age groups of married employees regarding family relations.

(E) Family Relations among Unmarried

Table 9: Mean, SD and t-value of Unmarried Employees of US IT Recruitment Industry regarding Family Relations based on gender

Sl. No.	Gender	N	Mean	SD	df	t value	Sig. (2-tailed)	Result
1.	Male	11	57.00	4.71	71	1.085	0.281	Not significant
2.	Female	62	54.22	8.20				

Source: Field survey by researcher

Table 9 shows the mean, standard deviation and t-values of male and female unmarried employees of US IT recruitment industry with regard to their family relations. The mean value of the male is 57.00 and standard deviation value is 4.71. Further, the female employees is 54.22 and standard deviation is 8.20. The t value is 1.085 ($p=.281>.05$) which is not significant at 71 degrees of freedom. Hence, the results describes that there is no significant association between male and female unmarried employees regarding their family relations.

Table 10: Mean, SD and t-value of Unmarried Employees of US IT Recruitment Industry regarding Family Relations based on Age

Age	Family Relations		
	N	Mean	SD
<30	12	58.33	3.62
31-40	47	53.95	8.01
41-50	11	54.72	9.16
>50	3	50.33	10.59
Total	73	54.64	7.82

ANOVA Results						
Job Insecurity	Sum of squares	df	Mean square	F	Sig.	Result
Between groups	241.310	3	80.437	1.333	.271	Not Significant
Within groups	4163.43	69	60.430			
Total	2260.877	72				

Source: Field survey by researcher

Table 10 shows the mean values of unmarried respondents' working in US IT recruitment industry regarding family relations based on their age. The mean value of less than 30 years is 58.33, standard deviation value is 3.62; the mean value of 31-40 years age group is 53.95 and standard deviation value is 8.01, the mean value of 41-50 years age group is 54.72 and standard deviation is 9.16 and the mean value of greater than 50 years age group is 50.33 and standard deviation is 10.59.

The table also shows the ANOVA results of the unmarried respondents of different age groups regarding family relations. The F value is found to be not significant ($F=1.333, p=.271>.05$). This results display that there is no significant association among different age groups of unmarried employees regarding family relations.

(f) Family Relations among Married and Unmarried

Table 11: Mean, SD and t-value of Married & Un-married Employees of US IT Recruitment Industry regarding Family Relations based on gender

Sl. No.	Gender	N	Mean	SD	df	t value	Sig. (2-tailed)	Result
1.	Male	43	55.74	7.80	153	0.658	.444	Not significant
2.	Female	112	54.59	8.50				

Source: Field survey by researcher

Table 11 shows the mean, standard deviation and t-values of male and female married and unmarried employees of US IT recruitment industry with regard to their family relations. The mean value of the male is 55.74 and standard deviation value is 7.80 and the values of female employees is 54.59 and standard deviation is 8.50. The t value is 0.658 ($p=.444>.05$) which is not significant at 71 degrees of freedom. Hence, the results found that there is no significant association between male and female married and unmarried employees regarding their family relations.

Table 12: Mean, SD and t-value of Married & Un-married Employees of US IT Recruitment Industry regarding Family Relations based on Age

Age	Family Relations		
	N	Mean	SD
<30	83	55.32	8.24
31-40	56	54.57	8.23
41-50	13	54.84	9.22
>50	3	50.33	10.59
Total	155	54.91	8.30

ANOVA Results						
Job Insecurity	Sum of squares	df	Mean square	F	Sig.	Result
Between groups	83.62	3	27.873	0.399	0.754	Not Significant
Within groups	10550.290	151	69.86			
Total	10633.910	154				

Source: Field survey by researcher

Table 12 shows the mean values of both married and unmarried respondents' working in US IT recruitment industry regarding family relations based on their age. The mean value of less than 30 years is 55.32, standard deviation value is 8.24; the mean value of 31-40 years age group is 54.57 and standard deviation value is 8.23, the mean value of 41-50 years age group is 54.84 and standard deviation is 9.22 and the mean value of greater than 50 years age group is 50.33 and standard deviation is 10.59.



The table also shows the ANOVA results of both married and unmarried respondents of different age groups regarding family relations. The F value is found to be not significant ($F=0.339, p=.754>.05$). This results display that there is no significant association among different age groups of married and unmarried employees regarding family relations.

FINDINGS

1. From the results it is found that there is a significant association between male and female ($t=2.230, p=0.029$) married employees working in US IT recruitment industry regarding their job insecurity, however, there is no association among different age group ($F=0.259, p=0.772$) employees.
2. The results indicates that there is a significant association between male and female ($t=2.253, p=0.027$) unmarried employees working in US IT recruitment industry regarding their job insecurity, however, there is no association among different age group ($F=0.582, p=0.629$) unmarried employees.
3. Further, the study also noticed that there is a significant association between married and unmarried ($t=2.889, p=0.004$) employees working in US IT recruitment industry regarding their job insecurity, however, there is no association among different age group of married and unmarried ($F=0.436, p=0.727$) employees.
4. It is observed from the results that there is no significant association between male & female ($F=0.127, p=0.900$) and different age group ($F=0.451, p=0.638$) married employees working in US IT recruitment industry regarding their family relations.
5. There is no significant association between male and female unmarried ($t=1.085, p=0.281$) employees and different age group ($F=1.333, p=0.271$) respondents working in US IT recruitment industry regarding their family relations.
6. In addition, it is found that there is no significant association between male & female ($t=0.768, p=0.444$) and different age group ($F=0.399, p=0.754$) both (married and unmarried) employees working in US IT recruitment industry regarding their family relations.

CONCLUSION

Based on the findings it is concluded that there is no significant association among either married or unmarried employees working in US IT recruitment industry at Hyderabad with regard to their job insecurity based on their age, however, there is an association based on their gender. With regard to regard to family relations there is no association among either married or unmarried employees working in US IT recruitment industry at Hyderabad with regard to their family relations.

FUTURE STUDY

As the present study mainly focused on job insecurity and family relations based on gender and age, however, a further research may be conducted on other dimensions like job insecurity and quality of life. Further, the study conducted on the employees of US IT recruitment industry and that to Hyderabad, Telangana state. A similar study may also conducted based on other Indian cities and states and other sectors like health, automobile and manufacturing working in different shifts.

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