

A STUDY ON THE IMPACT OF JOB INSECURITY AMONG MEN AND WOMEN WORKING IN THE NIGHT SHIFT IN THE U.S. IT RECRUITMENT INDUSTRY

Mohd Meharaj Ali^{1*}, Dr. Ghousia Farheen², V. Bhaskar Reddy³

**^{1,3}Bharatiya Engineering Science and Technology Innovation University, Gorantla
Mandal, Sri Sathya Sai District, Andhra Pradesh - 515731, India**

**²Department of Rehabilitation Psychology, National Institute for the
Empowerment of Persons with Intellectual Disabilities, Secunderabad -
500009, Telangana, India**

¹ORCID: <https://orcid.org/0009-0008-2468-3703> |

Email: alipsychologist23@gmail.com

²Email: gfarheenpsychology@gmail.com

³Email: vbreddyalwaysforu@gmail.com

***Corresponding Author: Mohd Meharaj Ali |
Email: alipsychologist23@gmail.com**

Abstract

This study examines the impact of job insecurity in male and female employees who are working in the night shift in the US IT recruitment industry. Data was collected through a survey using Google Forms and a sample of 30 males and 30 females was used for this study to assess the levels of job insecurity and quality of life (QOL). Gender differences in the relationship between job insecurity and outcomes will be analysed. The results aim to provide insights into how job insecurity affects physical and mental health in both genders among night shift workers in this sector. Earlier studies shows that night shift work can lead to poor sleep quality and adverse health outcomes. Additionally, job insecurity has been connected to numerous health issues. Considering these associations in the framework of gender differences among night shift workers in IT recruitment might apprise embattled interventions to improve employee health and well-being.

Keywords: Job Insecurity, Gender, physical and mental health, U.S. IT recruitment.

1. INTRODUCTION AND LITERATURE

Nearly 20% of the workforce, or nearly 0.7 billion people worldwide, work in shifts, according to a survey by the International Labor Organization. Additionally, it has been stated that between 15% and 30% of workers in America and Europe work in shifts to varying degrees, and that this trend is growing quickly.

Organizations that have historically supplied the majority of employment and professions are declining as a result of global businesses facing greater challenges, changes, and difficulties (Davis 2013). Automation, including the employment of robots to carry out human duties more efficiently, is growing; work is being outsourced, and, more generally, technological improvements are making

many well-known jobs obsolete. Former President Barack Obama (2017) warned that the next wave of economic dislocations would not come from overseas. Miller (2017) claims that it will happen as a result of automation's quick pace, which eliminates many respectable middle-class jobs.

Employment hours that continue into the night are known as night shift work, and they are common in several industries, such as manufacturing, healthcare, and information technology (IT) hiring. This work schedule presents serious health and well-being issues for employees, despite some operational benefits. Numerous health problems can arise from a misalignment between work hours and the body's natural rhythm, which is the internal biological clock that controls sleep-wake cycles. Night shift work and job insecurity are common in many areas, including IT recruitment. These issues give rise to both mental and physical health problems. To create focused interventions, it is important to understand how job insecurity effects the physical and mental health of both male and female night shift workers in the IT recruitment industry (Menéndez-Espina et al., 2019).

Numerous health issues have been linked to perceived employment uncertainty. According to a study that observed data from the National Health Interview Survey, those who were job insecure were far more likely to be obese, smoke regularly, have work loss days longer than two weeks, and have worsening general health. Furthermore, according to Khubchandani, J., & Price, J. H. (2017), people who experience work uncertainty are almost five times more likely to suffer from major mental illness than their counterparts who have more stable jobs.

1.1 Job Insecurity:

"Job insecurity" (JI) is a personal assessment of a possible threat to the continuation of the present occupation. When Greenhalgh and Rosenblatt (1984) did the first study on JI, they defined it as "the perceived powerlessness to maintain the desired continuity in a threatened job situation." Numerous other definitions have been formed subsequently. Specific difficulties are brought about by this night shift scheduling, particularly in light of employees' worries about job uncertainty. Job insecurity, or the perceived risk of losing one's job, has been linked to several detrimental outcomes, including a decrease in organizational commitment, an escalation in stress, and a failure in job satisfaction. Not every employee group is equally impacted by job insecurity; age has a significant impact on how this impact is perceived.

The study by Katsaouni, M. et al. (2024) found that temporary employment is linked to a lower quality of life, a perception of job insecurity, and an inferior level of well-being is generated by the job atmosphere. Expectations and working abilities are good within the same group also the occurrence of various health issues is usually less, independent of age or gender, except for psychological issues caused by a sense of job insecurity. The nurses who were most dedicated to their work were more vulnerable to job insecurity in terms of parental satisfaction. Furthermore, high age and strong job dedication indicated higher parental stress and work-family conflict in the setting of significant job uncertainty (Ruokolainen et al., 2014).

1.2 Health Implications of Night Shift Work

A review of the literature on shift employment and its relationship to health outcomes was conducted by Kecklund and Axelsson (2016). Their study emphasized the links between shift employment and

A STUDY ON THE IMPACT OF JOB INSECURITY AMONG MEN AND WOMEN WORKING IN THE NIGHT SHIFT IN THE U.S. IT RECRUITMENT INDUSTRY

several health outcomes, including cancer, coronary heart disease, stroke, weight gain, type 2 diabetes, and accidents. The overall interpretation of the results is particularly complicated, nevertheless, because neither their study nor the previously published literature has produced distinct hierarchies of evidence across those criteria. As per the UCLA Health (2024), gastric issues like indigestion, constipation, and irritable bowel syndrome are common among night shift workers. These problems might arise when a person eats in odd hours which do not synchronize with the body's natural schedule which leads to indigestion.

According to a study by Griffin, R. M. (2010) Metabolic Disorders: Obesity, high blood pressure, and raised blood sugar levels are all part of the metabolic syndrome, which has been connected to working atypical hours. According to some research, the employees working in shift have 50% more chances of diabetes than day workers, and they are also more likely to be obese. In addition, Mental Health issues such as social difficulties and loneliness brought on by working nights might exacerbate mental health conditions, including anxiety and despair. Night shift employees are prone to suffer from mood disorders; research shows that night shift employees are having more chances to suffer from depression than day workers. There is evidence that working night shifts may make some types of cancer more likely to occur. The WHO has categorized working night shifts as "probably carcinogenic," with research showing that working night shifts can raise the risk of colorectal and breast cancer by 20% and 50%, respectively.

1.3 Gender Studies:

Job insecurity and its effects on health may be influenced by gender. According to a study that looked at gender differences in presenteeism, work absenteeism, psychological distress, job security, and employment flexibility among American adults, women with less job security reported feeling less distressed than males. Comparing women with less job flexibility to their male counterparts, the former worked more days while they were ill. According to Wang, M. L. (2025), these results imply that gender-specific characteristics might moderate the impact of employment instability on health outcomes. The results of Yucel & Fan's study from 2023 add to the body of knowledge by showing how gender affects the associations among work resources, psychological health, absenteeism, and presenteeism in the United States throughout the COVID-19 period, when gender disparities in the fields of work, health, and family were made worse.

Concern over mental health is on the rise in the United States (U.S.), where women are more likely than men to have poor mental health outcomes and to receive mental health care therapy (Azharuddin et al., 2023). Compared to men, women are more than twice as likely to have psychiatric illnesses, have higher risks of depression, and are nearly twice as likely to be diagnosed with an anxiety disorder throughout their lifetime (23.4% vs. 14.3%) (Remes et al., 2016). Depending on their gender, workers in the US and other countries face different job-related traits, challenges, and stressors. Compared to working males, working women regularly report more caregiving duties at home and less employment flexibility (Yucel & Fan, 2023). According to research by Kalil, A. (2010), males who experience employment uncertainty are prone to suffer with health issues, such as high blood pressure and worse self-reported health. Compared to women, men who experienced employment instability showed greater levels of the stress hormone epinephrine.

2. MATERIALS AND METHODOLOGY

2.1 Research Design:

This research involves a mixed quantitative and qualitative research design to analyse and compare perceptions of job insecurity on both male and female (gender analysis) employees working for US night shift in the US IT recruitment industry from Hyderabad, Telangana region.

2.2 Sample:

The proposed study intends to examine the views of Job Insecurity using the Job Insecurity Index among night shift workers in Hyderabad, Telangana's IT recruitment sector, in the United States. There will be 30 people from each age group among the 60 participants in the survey.

2.3 Data Collection:

Data was collected by means of an organized questionnaire which was taken through Google Forms from employees working on the night shift from India in the US IT recruitment industry. The questionnaire included:

2.3.1 Variables:

- **Demographic Information:** Gender – Male/Female
- **Job Insecurity Index:** Measured by means of the Job Insecurity Inventory (JII) developed by De Witte (2000), comprising 11 items rated on a five-point Likert scale from 1 (strongly disagree) to 5 (strongly agree).
 - **Description and Usage:** The Job Insecurity Index (JII) is a thorough psychometric scale of four items originally developed by De Witte (2000) that assesses both cognitive and emotive/affective dimensions of employees' perspectives of job insecurity.
 - **Usage:**
 1. **Cognitive Dimension (Perceived Employability):** The first four items assess employees' perceptions of their chances of leaving their jobs. These queries quantify the awareness and seeming possibility of losing one's job.
 2. **Affective Dimension (Perceptions of Job Insecurity):** The final seven items deal with the emotional state that comes with job insecurity. These items express emotions like anxiety and fear related to possible job loss.
 - **Scoring:** The original Job Insecurity Index contains eleven items, each rated on a five-point Likert scale, with 1 denoting "strongly disagree" and 5 denoting "strongly agree."

2.4 Inclusion and Exclusion Criteria for the Study

- **Inclusion Criteria:**
 1. Employees from US IT Recruitment industry
 2. Male and Female
 3. Night shift employees
 4. Location from Hyderabad, Telangana, India
 5. Experience
- **Exclusion Criteria:**
 1. Day/Regular Shift Employees
 2. Other age groups
 3. Income group and salaries
 4. Other Locations

**A STUDY ON THE IMPACT OF JOB INSECURITY AMONG
MEN AND WOMEN WORKING IN THE
NIGHT SHIFT IN THE U.S. IT RECRUITMENT INDUSTRY**

2.5 Objectives:

- To study the effect of job insecurity on the physical and mental health outcomes of employees working in the night shift in the U.S. IT recruitment industry.
- To find the relationship between Male and female workers in the night shift in the U.S. IT recruitment industry

2.6 Hypotheses:

The below hypotheses intend to explore potential gender-related differences in job insecurity insights and physical and mental health within the stated sector.

- **Null Hypothesis (H₀):** There is no significant difference between high job insecurity and health outcomes among the employees working in night shift in the IT recruitment industry.
- **Alternate Hypothesis (H_a):** There exists a significant difference between high job insecurity and health outcomes among the employees working in night shift in the IT recruitment industry.

2.7 Data Analysis and Tools used in the Study:

The collected data were analysed using the following statistical methods:

- **Mean (M):** Considered to determine the average perception of job insecurity index and the Quality-of-Life score for each gender.
- **Standard Deviation (SD):** Calculated to measure the variability of job insecurity perceptions and QOL for each gender.
- **Independent Samples t-Test:** Conducted to compare the mean job insecurity perceptions and QOL among the genders, evaluating if observed differences are statistically significant.
- **Pearson's Correlation Coefficient (r):** Intended to study the strength and direction of the relationship between two groups

SPSS software, with significance set at $p < 0.01$ was used to calculate the statistical Analyses.

2.8 Reporting:

- Compile results into a comprehensive report, highlighting key differences and similarities between the gender groups.
- Examine the study's shortcomings and provide topics for additional research.
- The purpose of this process is to give important insights into how various age groups view job insecurity in the night shift operations of the U.S. IT recruitment business.

3. RESULTS AND DISCUSSION

3.1 Analysis:

- ❖ **Table 1:** Depicts the **Test scores** of **JII** conducted on Males(N=30) and Females (N=30), working in the US IT Recruitment Industry.

	Total (Cognitive and Affective Dimensions) JII Score of Men	Total (Cognitive and Affective Dimensions) JII Score of Women
Mean	34.3	31.43

	Total (Cognitive and Affective Dimensions) JII Score of Men	Total (Cognitive and Affective Dimensions) JII Score of Women
Std. Deviation	6.28	4.7
Variance	39.39	22.12

Table 9: Test Scores of JII on employees both genders

- ❖ Below **figure1** represents the Histogram of (Cognitive and Affective dimensions) Total **JII** score conducted on (N=60) both male and female employees working in the US IT Recruitment Industry.

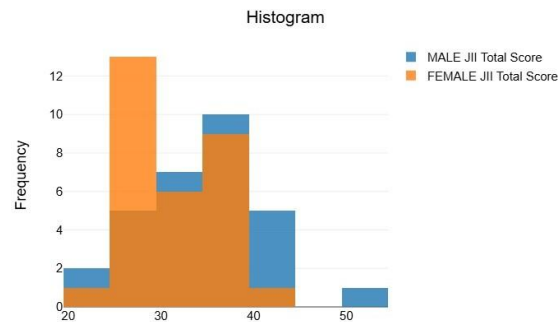


Fig 9: (Cognitive and Affective Dimensions) Total JII score among Male and Female

3.2 t-test for independent samples:

- ❖ **3.2.1 Table 2:** Depicts the **t - test** scores of the Total **JII** conducted on Males (N=30) and Females (N=30), working in the US IT Recruitment Industry.

	Total (Cognitive and Affective Dimensions) JII Score of Men	Total (Cognitive and Affective Dimensions) JII Score of Women	t- test value
Mean	34.3	31.43	2 <u>T-value Calculation</u> $s^2_p = ((df_1/(df_1 + df_2)) * s^2_1) + ((df_2/(df_2 + df_2)) * s^2_2) = ((29/58) * 39.39) + ((29/58) * 22.12) = 30.75$ $s^2_{M_1} = s^2_p / N_1 = 30.75/30 = 1.03$ $s^2_{M_2} = s^2_p / N_2 = 30.75/30 = 1.03$ $t = (M_1 - M_2) / \sqrt{(s^2_{M_1} + s^2_{M_2})} = 2.87 / \sqrt{2.05} = 2$
Std. Deviation	6.28	4.7	
Variance	39.39	22.12	

Table 2: t- test Scores of Total JII between Male and Female employees

- ❖ The below figure 2 represents the Histogram of the (Cognitive and Affective dimensions) Total **JII** score conducted on male (N=30) employees working in the US IT Recruitment Industry.

**A STUDY ON THE IMPACT OF JOB INSECURITY AMONG
MEN AND WOMEN WORKING IN THE
NIGHT SHIFT IN THE U.S. IT RECRUITMENT INDUSTRY**

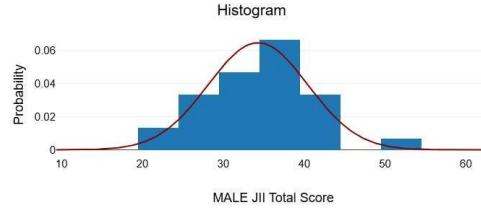


Fig2: (Cognitive and Affective Dimensions) Total JII score among Male employees

- ❖ The below figure 3 represents the Histogram of (Cognitive and Affective dimensions) Total **JII score** conducted on Female(N=30) employees working in the US IT Recruitment Industry.

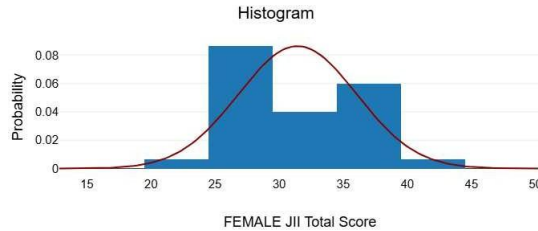


Fig3: (Cognitive and Affective Dimensions) Total JII score among Female employees

Result Analysis:

- The results of the descriptive statistics show that the Male Total Job Insecurity Index (JII) Score group has higher values ($M = 34.3$, $SD = 6.28$) than the Female Total Job Insecurity Index (JII) Score group ($M = 31.43$, $SD = 4.7$).
- A two-tailed t-test for independent samples presented that the difference between the Male Total Job Insecurity Index (JII) and Female Total Job Insecurity Index (JII) Score in relation to the dependent variable was statistically significant, **t value = 2**, $p = .05$, 95% confidence interval [0, 5.73].
- Thus, the null hypothesis is rejected and the alternative Hypothesis is accepted, i.e., ‘There exists a significant difference between high job insecurity and physical and mental health outcomes among night shift workers in the IT recruitment industry.’

3.3 Correlation Analysis:

- ❖ **3.3.1Table3:** Depicts the **Correlation scores of (Cognitive and Affective Dimensions)Total Job Insecurity Index JII score** between Male and Female gender groups, working in the US Night Shift in IT Recruitment Industry.

Pearson Correlation Score of Male and Female	r	p
Male vs Female	0.29 <i>R Calculation</i> $r = \sum((X - M_x)(Y - M_y)) / \sqrt{((SS_x)(SS_y))}$ $r = 250.1 / \sqrt{((1142.3)(641.367))} = 0.2922$ <i>Meta Numerics (cross-check)</i> $r = 0.2922$	.117

Table 3: Correlation among Male and Female employee groups

- ❖ Below **figure4** represent the Correlation among the means of Total Job Insecurity Index Scale between Male and Female employees working in the U.S. night shift in IT recruitment industry.

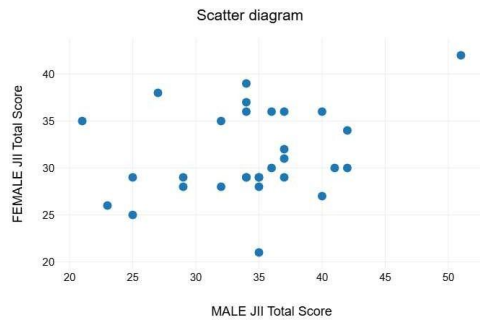


Fig8: Correlation among Male and Female employee groups

Result Analysis:

- A Pearson correlation was performed to determine if there is a correlation between variables Male Total Job Insecurity Index (JII) Score and Female Total Job Insecurity Index (JII) Score. There is a low, positive correlation between the two groups with the r value being, $r = 0.29$.
- Positive correlation, the relationship amongst the groups is weak (the nearer the value is to zero, the weaker the relationship).

4. SUMMARY AND CONCLUSIONS

4.1 Summary and Conclusion:

- The analysis compared Job Insecurity levels between Male and Female employees among U.S. night shift in the IT recruitment industry using the Job Insecurity Index (JII). Descriptive statistics revealed that males had a higher mean JII score ($M = 34.3$, $SD = 6.28$) than females ($M = 31.43$, $SD = 4.7$). A two-tailed independent samples t -test indicated this difference was statistically significant, t (value) = 2, $p = .05$, with a 95% confidence interval for the mean difference ranging from 0 to 5.73. Therefore, the null hypothesis was rejected in favour of the alternative hypothesis: 'There exists a significant difference between high job insecurity and physical and mental health outcomes among night shift employees in the US IT recruitment industry.'
- In Addition, the Pearson correlation analysis assessment was conducted to find the relationship between Male and Female Job Insecurity Index (JII) scores, resulting a correlation coefficient of $r = 0.29$. The result indicates a modest positive association, meaning that there is a slight tendency, albeit not a substantial one, for higher work insecurity in males to coincide with higher job insecurity in females.

4.2 Limitations:

- Larger sample sizes may increase the validity and generalizability of study outcomes.
- Health results might be impacted by shift pattern variations, such as rotational vs fixed night shifts. Studies might not account for this variation, which would confine how broadly the results can be applied.

4.3 Ethical Considerations:

**A STUDY ON THE IMPACT OF JOB INSECURITY AMONG
MEN AND WOMEN WORKING IN THE
NIGHT SHIFT IN THE U.S. IT RECRUITMENT INDUSTRY**

- Information about the study's objectives, procedures and rights—including confidentiality and the fact that participation is entirely voluntary.
- Informed consent was taken from each participant before data collection.
- By carefully seeing these aspects, the study aims to provide significant insights into the comparative views of employment instability across different age groups within the U.S. IT recruitment industry in Hyderabad, Telangana.

4.4 Suggestions for future Research:

- Future studies should concentrate on how night shift workers' physical health, quality of life, and intervention techniques differ depending on their gender. Personalized therapies can be informed by examining the variances in sleep disturbances, digestive problems, and mental health concerns experienced by male and female employees.
- Furthermore, examining how topographical and social aspects affect these results can offer an exhaustive grasp of the problems encountered by various people. By addressing these research topics, effective workplace practices will be informed, and the well-being of night shift employees will be enhanced.

5. DECLARATIONS

5.1 Ethics approval and consent to participate:

- Prior to the data collection informed consent was obtained from all individual participants included in the study via Google Forms.

5.2 Funding:

- This research did not get any specific grant from funding agencies in the public, commercial, or not-for-profit sectors.

5.3 Conflict of Interest:

- The Author declares no conflict of Interest.

5.4 Availability of data:

- The availability of data supporting the results are available from the corresponding author upon reasonable request.

5.5 Authors' contributions:

- Author 1: Conceptualization, Methodology, Study, Data collection, Formal analysis, Writing – original draft, Writing – review & editing.
- Author 2: Supervision, Methodology, Writing – review & editing, Validation.

5.6 Plagiarism and text Originality:

- The manuscript has been assessed for word-based originality using Turnitin plagiarism finding software.
- The similarity report has indicated total plagiarism/ similarity of 6% confirming the full compliance with Institutional and global academic ethics.

ACKNOWLEDGMENT

I would like to express my gratitude to BEST Innovation University's (BESTIU) Psychology Department for providing the facilities and essential resources for this study. My profound gratitude is extended to my guide Dr. Ghousia Farheen, BESTIU and Pro. V.C. Dr. Naga Jyothi of BESTIU, whose persistent support and wise guidance stood very valued throughout this study.

REFERENCES

1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Arlington, VA: American Psychiatric Publishing.
2. Azharuddin, S. et al. (2023). Mental health in women. *Critical Care Nursing Quarterly*, 46(4), 336–353. <https://doi.org/10.1097/CNQ.0000000000000471>
3. Bernhard-Oettel, et al. (2011). Linking job insecurity to well-being and organizational attitudes in Belgian workers: the role of security expectations and fairness. *The International Journal of Human Resource Management*, 22(9), 1866–1886. <https://doi.org/10.1080/09585192.2011.573967>
4. De Witte, H. (2000). *Job Insecurity Inventory: Measuring employees' feelings about job insecurity*. *South African Journal of Industrial Psychology*, 26(2), 107–111.
5. Griffin, R. M. (2010, March 24). *Shift work health risks: Heart disease, ulcers, obesity, diabetes, depression, accidents*. WebMD. <https://www.webmd.com/sleep-disorders/features/shift-work>
6. Kalil et al. (2010). Job insecurity and change over time in health among older men and women. *The journals of gerontology. Series B, Psychological sciences and social sciences*, 65B(1), 81–90. <https://doi.org/10.1093/geronb/gbp100>
7. Katsaouni, et al. (2024). Assessment of quality of life, job insecurity and work ability among nurses, working either under temporary or permanent terms. *International Journal of Occupational Medicine and Environmental Health*, 37(1), 98.
8. Kecklund G et al. Health consequences of shift work and insufficient sleep. *BMJ*. 2016;355:i5210 .
9. Khubchandani, et al. (2017). Association of Job Insecurity with Health Risk Factors and Poorer Health in American Workers. *Journal of community health*, 42(2), 242–251. <https://doi.org/10.1007/s10900-016-0249-8>
10. Maul D. *The International Labour Organization: 100 Years of Global Social Policy*. Berlin, Germany: de Gruyter Oldenbourg; 2019.
11. Menéndez-Espina et al. Job Insecurity and Mental Health: The Moderating Role of Coping Strategies From a Gender Perspective. *Frontiers in psychology*, 10, 286. <https://doi.org/10.3389/fpsyg.2019.00286>
12. Miller CC. 2017. A darker theme in Obama's farewell: automation can divide us. *New York Times* Jan. 12. <https://www.nytimes.com/2017/01/12/upshot/in-obamas-farewell-a-warning-on-automations-perils.html?mcubz=3>
13. Remes, O. et al. (2016). A systematic review of reviews on the prevalence of anxiety disorders in adult populations. *Brain Behav*, 6 (7), Article e00497. <https://doi.org/10.1002/brb3.497>
14. Ruokolainen et al. (2014). Are the most dedicated nurses more vulnerable to job insecurity? Age-specific analyses on family-related outcomes. *Journal of Nursing Management*, 22(8), 1042–1053.
15. UCLA Health. (2024, June 18). *5 Long-Term Health Effects of Shift Work*. UCLA Health.
16. Wang, et al. (2025). Gender disparities in job flexibility, job security, psychological distress, work absenteeism, and work presenteeism among U.S. adults. *SSM - population health*, 29, 101761. <https://doi.org/10.1016/j.ssmph.2025.101761>
17. World Health Organization. (2012). *The World Health Organization Quality of Life (WHOQOL)*. World Health Organization. <https://www.who.int/tools/whoqol>

**A STUDY ON THE IMPACT OF JOB INSECURITY AMONG
MEN AND WOMEN WORKING IN THE
NIGHT SHIFT IN THE U.S. IT RECRUITMENT INDUSTRY**

18. World Health Organization. (2019). *International classification of diseases 11th revision (ICD-11)*. Geneva: World Health Organization.
19. Yucel, et al. (2023). Workplace flexibility, work-family interface, and psychological distress: Differences by family caregiving obligations and gender. *Appl Res Qual Life*, 1–23. <https://doi.org/10.1007/s11482-023-10164-1>