



# Magnus Sverke

Professor  
Chair of Work and Organizational Psychology  
Department of Psychology  
Stockholm University, Sweden

## **Job insecurity: Implications for work motivation and well-being**

*In recent decades profound changes in the nature of employment relations have occurred across Europe and in other economies the world over. Many workers have been involuntarily regulated to part-time employment, hired on temporary employment contracts, or otherwise displaced in some way. Increased flexibility in the staffing of organizations is becoming a cause of discomfort for many employees who are concerned over their future*

*employment. Job insecurity can be defined as the worry a person feels about the future of her employment situation, and a growing body of research suggests that job insecurity may have detrimental consequences for employee attitudes and well-being. Magnus Sverke summarizes research on job insecurity by focusing on outcomes of job insecurity. He also addresses factors that may reduce the negative effects of job insecurity.*