

Development of the Job Security Perception Scale: Validity and Reliability Study*

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İş Güvencesi Algısı Ölçeği'nin Geliştirilmesi: Geçerlik ve Güvenirlik Çalışması

Özet

Bu araştırma, kamuda görev yapan öğretmenlerin iş güvencesi algılarını belirlemeye yönelik bir ölçek geliştirmeyi amaçlamaktadır. Araştırma iki çalışma grubu ile gerçekleştirilmiştir. Birinci çalışma grubu kamu ilkokullarında görev yapan 187 sınıf öğretmeninden oluşmaktadır ve bu çalışma grubundan elde edilen veriler ile açımlayıcı faktör analizi (AFA) yapılmıştır. İkinci çalışma grubu Amasya il merkezinde kamu ilkokullarında görev yapan 211 sınıf öğretmeninden oluşmaktadır ve bu çalışma grubundan elde edilen veriler ile doğrulayıcı faktör analizi (DFA) yapılmıştır. AFA sonucu tek boyuttan oluşan 6 maddelik bir yapı ortaya çıkmıştır. Açıklanan toplam varyans oranı % 71,49'dur. AFA sonucu ortaya çıkan yapı DFA ile doğrulanmıştır. Bu çalışmada kullanılan uyum iyiliği indeks sonuçları $\chi^2/sd=1,73$; CFI=.98; GFI=.97; AGFI=.94; RMSEA=.05; CFI=.98; IFI=.98; NFI=.97; NNFI(TLI)=.97 ve RFI=.95 olarak saptanmıştır. İş Güvencesi Algısı Ölçeği'nin Cronbach's Alfa iç tutarlılık katsayısı ($\alpha=.91$) olarak hesaplanmıştır. Elde edilen sonuçlara göre, İş Güvencesi Algısı Ölçeği'nin öğretmenlerin iş güvencesi algılarını belirlemeye yönelik geçerli ve güvenilir bir ölçek olduğu ortaya çıkmıştır.

Anahtar Kelimeler: İş güvencesi, algı, öğretmen.

Abstract

This research aims to develop a scale to determine job security perceptions of teachers serving in the public sector. The research was carried out with two working groups. The first study group consists of 187 classroom teachers working in public primary schools and an explanatory factor analysis (EFA) was conducted with data obtained from this study group. The second study group consists of 211 classroom teachers working in public primary schools in Amasya city center and a confirmatory factor analysis (CFA) was conducted with data obtained from this study group. As a result of EFA, a 6-item structure consisting of one dimension was revealed. The total variance rate was 71.49%. The structure resulting from EFA has been confirmed by CFA. The goodness of fit index results used in this study were determined as follows: $\chi^2/df=1.73$; CFI=.98; GFI=.97; AGFI=.94; RMSEA=.05; CFI=.98; IFI=.98; NFI=.97; NNFI(TLI)=.97 and RFI=.95. The Cronbach's Alpha internal consistency coefficient of the Job Security Perception Scale was calculated as ($\alpha=.91$). The results show that the Job Security Perception Scale is a valid and reliable scale for determining teachers' job security perceptions.

Keywords: Job security, perception, teacher.

Introduction

As concepts such as economic and social developments and changes in the world, unemployment rates, downsizing in organizations, flexibility, restructuring, economic crises and competition cause anxiety in employees about job security, this situation is one of the important issues of working life (Dursun & Bayram, 2013). Regarding "job security", it is stated in the Universal Declaration of Human Rights that "every person has the right to work in decent working conditions, to be protected against unemployment, to receive equal pay for equal work, to a just and sufficient wage that will ensure a life worthy of dignity for himself and his family" Having job security primarily is accepted as a human right (Universal Declaration of Human Rights, 1948). It is aimed to protect the dignity, personality, social

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environment and family life of the individual with the restrictions imposed on the termination of the employment contract without a valid reason as a requirement of the social state principle in Turkey (Fidan, 2006). In this context, job security is thought to be an element that regulates working life.

In this context, job security could be regarded as one of the prominent elements that regulate or even define an employee's professional career. Job security means that an individual has a position, protects and maintains his/her position and continues his/he career through regulations and practices (Standing, 1999); job security refers to strong regulations that ensure the employee's labor is guaranteed and the employee is not terminated by the employer without giving a just cause, that determine the legal dimension of the employment relationship, that restrict and prevent arbitrary practices by the employer and ensure continuity in the service contract (Çelebi, 2007); job security is defined as not losing one's job without a legal reason, not being deprived of rights such as advancement and social security (Arslan, 2018); job security is defined as normative regulations that ensure the protection of employees' right to work against unjust termination (Belber & Etyemez, 2017); job security is a system that protects labor and ensures that the employee feels confident in life in working life where labor is powerless against capital (Çelik et al., 2018); job security means the protection of the individual's right to work with the limitations imposed on the termination of the employment contract without a valid reason (Fidan, 2006) and job security refers to a concept that means an individual's seniority increases over time, thus increasing the standard of living and a safe life in the future due to retirement (Dereli, 2002). At this point, it should be recognized that the presence of job security, which is essential to the employee's working life, can not protect the employee under all circumstances.

The concept of job insecurity, which is mentioned together with job security in the literature, has a close but different meaning. Job security protects the individual's right to work with service contract arrangements between the employee and the employer and prevents the employer from taking away the employee's right to work without a justified reason (Demir, 1999). Job insecurity is the powerlessness that an individual feels to ensure business continuity in the face of a threat (Greenhalgh & Rosenblatt, 1984). Job insecurity is a situation in which a person subjectively experiences the possibility of job loss (Sverke & Hellgren, 2002). Job insecurity can occur not only in the case of job loss, but also in the loss of part of the job (such as promotion and training) (Greenhalgh, 1980). If the person thinks that all or part of his job is under threat, the perception of job insecurity becomes parallel to his thoughts. In other words, the more features of the job are under threat, the higher the perception of job insecurity (Ashford et al., 1989). The cognitive dimension of job insecurity is formed when the employee is likely to lose his or her job, while the emotional dimension of job insecurity can be expressed as fear of losing his or her job (Borg & Elizur, 1992). In the light of these explanations, while job security could be regarded as an entity that legally protects the individual, job insecurity is the emotional state that expresses the individual's anxiety about losing his/her job.

After the Industrial Revolution, legal guarantees were deemed necessary for the arbitrary dismissal of the employer with employment contracts and for the protection of the rights of the employees (Özkan Aksar, 2016). The unemployment problem in the global world, combined with the fear of job loss, creates pressure on the individual and reveals the phenomenon of job insecurity, which is one of the most important problems of our time (Sağlam, 2014). Termination of the employment relationship without a valid reason endangers the sustainability of the life of the working individual's family and herself/himself (Kaya, 2003). The main issue in labor law is to protect the employee who is in a weaker position economically against the employer who has certain rights, such as the right to give orders and instructions to the employees under orders and supervision (Polat, 2013). Changes in the world with the effect of globalization have also created a change in the field of public service. The reduction in the number of public personnel, the expansion of contracted working, the concepts of wages according to performance and flexible working bring the public personnel system closer to the private sector system (Eren, 2006). Concepts such as restructuring, flexible working and downsizing in both the public and private sectors have made the concept of job security a subject to be carefully considered (Çakır, 2007). The job security of teachers and other public employees, protected by the Civil Servants

Law No. 657, has evolved from a bureaucratic system to a managerial understanding as a result of the changes made (Özsoy Özmen, 2018). Based on these findings, it could be concluded that, perception of job security among employees in the public sector has changed.

At this point, change in employees' perception of job security will have individual, organizational, social and economic reflections. Every individual in the organization is a value as well as a cost for the organization. The individual who is dissatisfied with his job avoids taking responsibility and workplace inefficiency causes damage to the organization (Akşit Aşık, 2010). Organizations have to take into account that employee dissatisfaction will have individual, organizational, societal, social and economic consequences. Ensuring business continuity between the employee and the employer can be created with job security in contemporary law (Günay, 2009). Due to job security, providing continuity to the individual's work and including it in employment does not only create economic results. In addition, job security has different consequences such as cultural, political and social (Öztürk, 2011). Probst (2002) determined the relationship between the perception of job security and variables such as job satisfaction, stress and health of the individual. The individual with job insecurity is stressed because of uncertainty about the future and this affects the health and behavior of the individual (Sverke & Goslinga, 2003). Sverke et al., (2006) revealed that lack of job security causes stress. As job insecurity of employees increases, concentration and innovation decrease (Van Hootegem et al., 2019). Studies show that the perception of job security has serious consequences for the individual and the organization and that many attitudes and behaviors of the individual affect the perception of job security (İsaoglu, 2004). The job security provided to the individual enables the employee to feel commitment and confidence to the organization, while providing job satisfaction and a positive attitude towards the job and reduces the tendency to leave the job. Job security satisfaction is also a motivating concept for long-term employment of employees in the organization and ensuring employee performance. Sverke et al., (2002) stated that when an individual encounters job insecurity, this situation has short and long-term consequences of individual and organizational results. While the perception of job insecurity affects the individual's job satisfaction and job commitment attitude in the short term, it also affects organizational commitment and trust. Perception of job insecurity affects an individual's physical and mental health in the long run. Perception of job insecurity has effects on organizational performance and turnover tendency. The job of the individual is an important value that provides the economic gain necessary for the continuation of life (Akşit Aşık, 2010). In terms of labor law, job security is indispensable for the protection and implementation of the rights of employees (Çelik, 2008). Organizations want people who will dedicate themselves to achieving organizational goals. They must provide long-term employment security to employees as the key to firm success in order to retain employees who are committed to the organization (Cannings, 1992). In line with these explanations, when the reflections of the employees' job security perception on the organization are evaluated, the necessity of a scale for measuring this perception becomes evident.

When studies conducted at home and abroad on job security are examined in the literature, it was seen that the scales developed were mostly based on job insecurity (Ashford et al., 1989; De Witte, 1999; Hellgren et al., 1999). Since there is no scale prepared to measure the perceptions of those working in the public sector regarding job security (Lahey, 1984; Baird et al., 1998; Probst, 2003; O'Neill & Sevastos, 2013) a scale development study was needed to measure teachers' perceptions of job security. These findings highlight the importance of a scale that measures job security perception; such a scale would be central to the education system. A literature review on the topic of job security shows that very important results related to job security have been reported. However; no scale measuring the perception of job security among public employees has been reported. Accordingly, our study could contribute to the related literature by developing such a scale. In addition, with a scale that measures job security perception, students, parents, school directors and the Ministry of National Education [MoNE] could also find our study beneficial.

Aim and Importance of the Study

This research aims to develop a scale to determine job security perceptions of teachers serving in the public sector. Changes in the public and private sectors have also caused a change in the concept of job security, and the job security of teachers and other public employees, protected by the Civil Servants Law No. 657, has evolved from a bureaucratic system to a managerial approach as a result of the changes made (Özsoy Özmen, 2018). Çarıkçı & Oksay (2005) reported that employees mentioned salary, job security and a safe working environment as the main reason for preferring their current profession. According to Poyraz & Kama (2008), a comparison of job security perception among public and private sector employees revealed a higher job security perception among public sector employees. In 2014, Turkish Education Association (TED), reported that 59.4% of teachers preferred their profession because it is a state-guaranteed job. Akün (2015) stated that the prominent factor affecting teachers' motivation is job security. Dede (2017) found that the general and qualitative job insecurity perceptions of teachers working in public schools were higher than teachers working in private schools. In another study, Akçay (2011) reported that for teachers, factors such as job security, teamwork and being useful to society are more valuable than factors such as prestige, higher salary and independent work. When these findings are considered as a whole, it is clear the value that employees attach to job security and the effects of job security perception on other variables are crucial. As a result, the importance of determining employees' job security perceptions becomes evident.

The 44-item "Job Security Scale" developed by Lahey (1984) aimed to measure the job insecurity of employees. To measure employees' perception of job insecurity, Ashford et al., (1989) developed a "Job Insecurity Perception Scale" consisting of 2 dimensions and 9 statements. Borg & Elizur (1992) discussed two dimensions of job insecurity in the scale they developed: cognitive and emotional job insecurity. Cognitive job insecurity includes cognitive elements such as the perception of the probability of losing one's job, while the emotional dimension includes emotional elements such as the fear of losing one's job. In addition to the Job Security Index, Probst (2003) also developed the Job Security Satisfaction Scale. Probst's main argument was that the level of job security perception can be revealed by the level of satisfaction with job security. Job Insecurity Scale was a 4-item scale developed by De Witte (1999). Hellgren et al., (1999) developed a 25-item scale based on job insecurity. The scale includes five dimensions: job execution insecurity, payment and promotion insecurity, excessive competitive insecurity and interpersonal relationship insecurity. O'Neill & Sevastos (2013) Scale consists of four dimensions; these are job loss insecurity, job changes insecurity, marginalization insecurity and organizational survival insecurity. Hatipoğlu (2016) developed another Job Security Scale, which consists of 24 items and 4 dimensions, in his master's thesis study. The sub-dimensions of the scale are awareness, integration, meeting expectations and self-improvement. When studies conducted at home and abroad on job security are examined in the literature, it was seen that the scales developed were mostly based on job insecurity. Since there is no scale prepared to measure the perceptions of those working in the public sector regarding job security a scale development study was needed to measure teachers' perceptions of job security. Ministry of National Education [MoNE] administrators, school administrators and researchers can benefit from developing a scale that measures the job security perceptions of primary school teachers.

Method

The scale development method was carried out in two ways: qualitative and quantitative. In the qualitative process; a candidate scale was created by taking literature and expert opinions and in the quantitative process; validity and reliability analyzes were conducted.

Working group

The study was carried out with two different study groups. In the first study group, 187 usable data collected from 200 classroom teachers working in public primary schools and participating voluntarily in the research were included in the research and EFA was performed.

In the second study group, due to the wide accessibility of the research population, sampling was not used, and the research was carried out on the whole group. The universe of the research consists of

247 elementary school teachers working in 14 public primary schools in the city center of Amasya. The final scales were delivered to 247 classroom teachers working in public primary schools in the city center of Amasya and CFA was performed with the data collected from 211 classroom teachers who voluntarily participated in the study.

Stages of Development of the Job Security Perception Scale

The stages of scanning the relevant literature, creating an item pool, getting expert opinion for the candidate scale, content validity and construct validity were included during the development of the Job Security Perception Scale.

Scanning the relevant literature

Studies conducted in the country and abroad on the subject of job security were examined. Since there is no scale prepared to measure the perceptions of public employees on job security, a scale development study has been started to measure teachers' perceptions of job security. The literature on job security was examined in detail and expressions and concepts that could reveal teachers' perceptions of job security were determined.

Establishing the item pool

An item pool was created by examining the studies conducted in the country and abroad on job security and by making the necessary researches. After the item pool was created, semi-structured interview forms were distributed to 30 teachers working in public schools to reveal their views on job security in order to strengthen the content validity and new items that emerged as a result of content analysis were added to the item pool. The item pool, which was previously created as 15 items, has been increased to 20 items with newly added items.

Obtaining expert opinion for the candidate scale

The 20-item candidate scale, which was created in line with the answers obtained from the teachers through the semi-structured interview form, was reduced to 6 items by taking the opinions of 3 experts in the field of educational sciences and removing similar and inappropriate items. For the 6-item candidate scale, 51 experts in the field of educational sciences were asked to evaluate each item of the candidate scale as 0 points as "not suitable", 1 point as "can be kept" and 2 points as "suitable". Since 10 expert candidates gave their opinions on the scale, the answers from 10 experts {Professor (4), Associate professor (3), Dr. Lecturer (3)} were combined in a table to determine the content validity of each item. After the expert opinion, it was decided that all items of the 6-item candidate scale should remain in the scale.

Ethical approval

In this study, all rules stated to be followed within the scope of the "Higher Education Institutions Scientific Research and Publication Ethics Directive" were followed. None of the actions specified under the title of "Actions Violating Scientific Research and Publication Ethics", which is the second part of the directive, have not been carried out.

Ethics Committee Approval Information

Ethical committee = Bolu Abant İzzet Baysal University Ethic Committee

Data of ethical approval= 21.11.2018

Number of ethical approvals=9EB.6929

Data Analysis

EFA was used to determine the construct validity of the developed Job Assurance Perception Scale and CFA was used to test the resulting construct. In order to test the normality of the distribution,

skewness and kurtosis values were checked. The suitability of the data for factor analysis was tested using the Kaiser-Mayer-Olkin (KMO) coefficient and Bartlett's Sphericity test. Cronbach's Alpha internal consistency coefficient was calculated to determine the reliability of the Job Security Perception Scale. Independent groups' t-test was applied to test the significance of the difference in item scores of the lower 27% and upper 27% groups in order to determine the substance distinguishing power of the developed job assurance perception scale.

Results / Findings

In this section, the findings regarding the descriptive, validity and reliability analyzes of the Job Security Perception Scale are presented. Table 1 contains descriptive statistics for the Job Security Perception Scale.

Table 1. Descriptive Statistics on the Job Security Perception Scale

Scale	N	\bar{x}	Median	Skewness	Kurtosis
Job Security Perception	187	3.51	3.66	-.60	-.59

In Table 1, it is seen that mean and median values are close to each other, skewness and kurtosis values are between skewness (-.60) and kurtosis (-.59) values. Tabachnick & Fidell (2013) state that homogeneously distributed data should be between +1.5 and -1.5. Kilmen (2015) states that one feature of the normal distribution is that the mean and median should take equal values. Accordingly, it was determined that the data were normally distributed.

Findings Regarding Content Validity

The method developed by Lawshe (1975) was used for content validity. Considering the content validity rates, Veneziano & Hooper (1997) decided that a minimum value of .62 at a significance level of .05 would be a sufficient criterion for content validity for a number of 10 experts. Table 2 shows the evaluations given by the experts regarding the items of the Job Security Perception Scale.

Table 2. Calculation of Content Validity Rates for Job Security Perception Scale Items

Items	n	N	(n-N/2-1)	Content Validity rate	Content validity criterion	Result
Item 1	9	10	9/5-1	.80	.62	Accepted
Item 2	9	10	9/5-1	.80	.62	Accepted
Item 3	10	10	10/5-1	1.00	.62	Accepted
Item 4	9	10	9/5-1	.80	.62	Accepted
Item 5	10	10	10/5-1	1.00	.62	Accepted
Item 6	9	10	9/5-1	.80	.62	Accepted

In Table 2, a minimum value of .62 at a significance level of .05 for a number of experts of 10 was accepted as a sufficient criterion for content validity and a decision was made based on this criterion. All items are at the significance level of .05 and are higher than the content validity criterion of .62.

One-on-one interviews were conducted with a group of 10 teachers by the target research group of the 6-item candidate scale for linguistic evaluation and correction of any incomprehensible items. In addition, the opinions of 2 Turkish teachers were taken and it was determined that the 6-item candidate scale was understandable and had linguistic validity.

Findings Regarding Construct Validity

Exploratory factor analysis method was used in the research since a new scale development study was carried out. Due to the exploratory factor analysis, the construct validity of the draft scale and the resulting factor groups were determined. The construct validity was checked with confirmatory factor analysis. It was aimed to measure the suitability of the data for factor analysis by using the Kaiser-Mayer-Olkin (KMO) coefficient and Bartlett's Sphericity test. Table 3 shows the data obtained as a result of

KMO and Bartlett's Sphericity Test.

Table 3. Kaiser-Meyer Olkin (KMO) Test Results and Bartlett's Sphericity Test Results of the Job Security Perception Scale

Test	Result
Kaiser-Meyer Olkin Test (KMO)	.87
Bartlett Sphericity Test	11.91 15 .000

In Table 3, the Kaiser–Meyer–Olkin (KMO) test value was found to be .87 and the Bartlett's Sphericity test value to be 11.911 ($p < .000$). Since the KMO test is higher than .60 and the Bartlett's Sphericity test is $p \leq .05$, it can be stated that the data set is suitable for factor analysis (Büyüköztürk, 2009; Tabachnick & Fidell, 2013). Table 4 shows the common variance values of the Job Security Perception Scale.

Table 4. Common Variance Values of the Job Security Perception Scale

Items of the Job Security Perception Scale	Common variance
1. I have adequate job security	.55
2. I can't be arbitrarily fired.	.73
3. I have no fear of being fired	.75
4. I think I have a lifetime job guarantee in this organization	.64
5. I will not be terminated except for the cases specified in the law	.79
6. I will not be fired when I work in accordance with my rights and obligations	.80

Table 4 shows how much of each factor affects the total factor. When the common variance values of the factors are examined, items below .40 should be removed from the scale (Büyüköztürk, 2009). However, since there was no item with a value below .40, no item was removed from the scale. With a value of .80, the item that most affected the total factor was the 6th item, while the item with a value of .64 was the item that affected the total factor least. Table 5 shows the factor loadings and corrected item-total correlations of the Job Security Perception Scale.

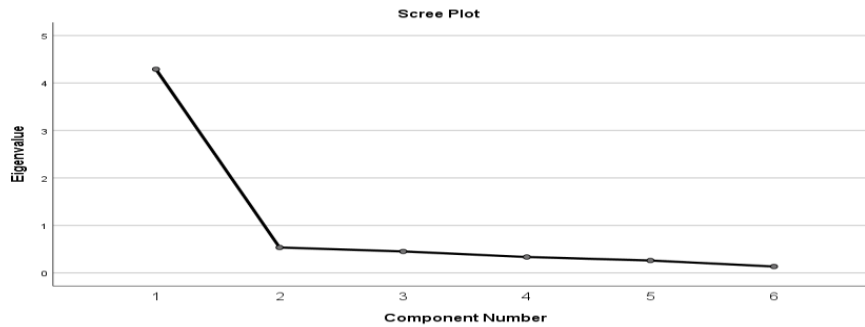
Table 5. Factor loadings and corrected item-total correlations of the Job Security Perception Scale

Items of the scale	Factor loads	Adjusted item-total correlations
1. I have adequate job security	.74	.65
2. I can't be arbitrarily fired.	.85	.78
3. I have no fear of being fired	.86	.80
4. I think I have a lifetime job guarantee in this organization	.80	.71
5. I will not be terminated except for the cases specified in the law	.89	.82
6. I will not be fired when I work in accordance with my rights and obligations	.89	.84
Eigenvalue		4.29
Declared Total Variance (%)		71.49

In Table 5, it is seen that the item-total correlations of the items in the scale ranged from .65 to .84. Items with a factor load value above .45 should not be removed from the scale (Büyüköztürk, 2009; Kline, 2000). In this context, it can be said that all items in the scale are sufficient to distinguish the

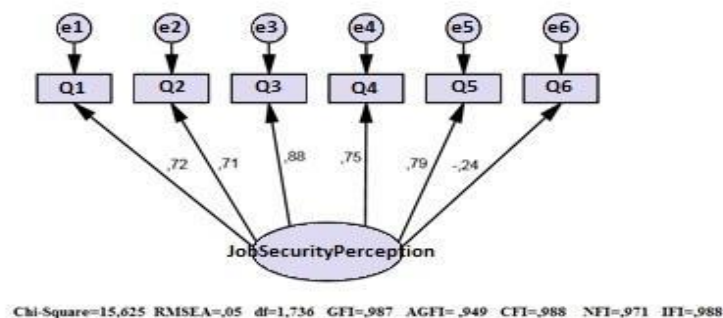
feature to be measured. It is seen that the variance explained in the table is 71.49%, there is a factor with an eigenvalue greater than 1 in the scale and it is considered sufficient for the explained variance to be between 40% and 60% (Büyüköztürk, 2009). Considering the eigenvalues and factor loads while determining the number of factors, it was determined that the scale had one factor. Figure 1 shows the eigenvalue line graph of the factor analysis.

Figure 1. Job Security Perception Scale Eigenvalue Line Chart



In Figure 1, it is observed that the Job Security Perception Scale has a single factor. After the exploratory factor analysis, confirmatory factor analysis was performed to test the construct validity. The factorial structure of the Job Security Perception Scale, which was determined as 6 items and one-dimensional by exploratory factor analysis, was tested using the AMOS 23 program. The path chart of the confirmatory factor analysis of the Job Security Perception Scale is given in Figure 2.

Figure 2. The Path Chart of The Confirmatory Factor Analysis of the Job Security Perception Scale



Goodness-of-fit indices show the fit of the model. The following goodness-of-fit indices are used in this study: χ^2 , χ^2/df , CFI, GFI, AGFI, RMSEA, CFI, IFI, NFI, NNFI(TLI) and information on these goodness-of-fit indices are given in Table 6.

Table 6. Goodness of Fit Indexes and Acceptability Values Used in Confirmatory Factor Analysis

Index	Acceptable Value	Model
Absolute Values of Goodness of Fit		
χ^2 (Chi Square)		15.62
χ^2/df (chi-square / degrees of freedom)	$2 \leq \chi^2/df \leq 5$	1.73
GFI (Goodness of fit index)	$0.90 \leq GFI \leq 0.95$.97
AGFI (Adjusted goodness of fit index)	$0.85 \leq AGFI \leq 0.90$.94
RMSEA (Root mean square of approximate errors)	$0.08 \leq RMSEA \leq 0.10$.05
Increased Goodness of Fit Values		
CFI (Comparative fit index)	$0.90 \leq CFI \leq 0.95$.98
IFI (Incremental Fit Index)	$0.90 \leq IFI \leq 0.95$.98

NFI (Normed fit index)	$0.90 \leq \text{NFI} \leq 0.95$.97
NNFI (TLI) (Non-normed fit index)	$0.90 \leq \text{NNFI(TLI)}$.97
	≥ 0.95	
RFI (Relative fit index)	$0.85 \leq \text{RFI} \leq 0.90$.95

In Table 6, the goodness of fit values obtained as a result of the confirmatory factor analysis of the Job Security Perception Scale are as follows: $\chi^2/\text{df}=1.73$; CFI=.98; GFI=.97; AGFI=.94; RMSEA=.05; CFI=.98; IFI=.98; NFI=.97= NNFI(TLI)=.97 and RFI=.95. It is seen that all values are between acceptable values.

Findings Regarding Reliability

Cronbach's Alpha internal consistency coefficient was calculated to determine the reliability of the Job Security Perception Scale. Table 7 contains information about Cronbach's Alpha internal consistency coefficient.

Table 7. Reliability Coefficient of the Job Security Perception Scale

Scale	Cronbach's Alpha
Job Security Perception	.91

In Table 7, the reliability level of the Job Security Perception Scale was determined as ($\alpha=.91$). Nunnally (1978) states that it will be sufficient if the reliability is above .70. Kalaycı (2008) states that a score above .80 is highly reliable and the scale is highly reliable in this context. In order to determine the item discrimination power of the Job Security Perception Scale, independent groups' t-test was applied to test the significance of the difference in the item scores of the lower 27% and upper 27% groups. The scores for each item were ordered from largest to smallest and groups of 27% were determined from the bottom to the top. Table 8 shows the independent t-test results of the 27% lower-upper group difference of the Job Security Perception Scale.

Table 8. Independent t-Test Results of 27% Bottom-Up Group Difference of the Job Security Perception Scale

Items of the Scale	Group	N	\bar{x}	p	df	t
I have adequate job security	Bottom	50	1.62	.00	98	-27.18
	Top	50	4.72	.00	98	
I can't be arbitrarily fired.	Bottom	50	2.30	.00	98	-11.60
	Top	50	4.90	.00	98	
I have no fear of being fired.	Bottom	50	2.60	.00	98	-11.86
	Top	50	4.92	.00	98	
I am not fired when I work in accordance with my rights and obligations.	Bottom	50	2.70	.00	98	-10.06
	Top	50	4.90	.00	98	
I think I have a lifetime guarantee in this organization.	Bottom	50	1.88	.00	98	-8.72
	Top	50	3.96	.00	98	
I will not be terminated except for the cases specified in the law	Bottom	50	2.50	.00	98	-9.24
	Top	50	4.60	.00	98	

$p < 0.1$

Since $p < 0.1$ in Table 8, it was determined that there was a significant difference between the groups according to the independent t-test results of 27%.

Discussion and Conclusion

The literature on job security was examined in detail and after the necessary reading studies, expressions and concepts that could reveal teachers' perceptions of job security were determined and an item pool of 15 items was created. After the item pool was created, semi-structured interview forms were distributed to 30 teachers working in public schools to reveal their views on job security in order to strengthen the content validity and new items revealed by content analysis were added to the item pool. The item pool, which was previously created as 15 items, has been increased to 20 items with newly added items. The candidate scale was reduced to 6 items by taking the opinion of 3 experts in the field of Educational Sciences and removing similar and inappropriate items.

Content validity means that the developed scale and the feature to be measured are consistent, and by ensuring that each item serves the purpose of the study and highly representative items are included in the scale (Ayre & Scally, 2014). In content validity studies, a preliminary study must be conducted in which a sufficient number of expert opinions are consulted to determine the ability of the scale item to cover the feature it is intended to measure (Büyüköztürk, 2002). Considering the content validity criteria of Veneziano & Hooper (1997) at the .05 significance level, it was decided that a minimum value of .62 at the .05 significance level would be a sufficient criterion for the content validity for a number of 10 experts. According to this criterion, it was decided that all items should remain in the scale, since all items were at a significance level of .05 which was higher than the content validity criterion of .62.

One-to-one interviews were conducted with a group of 10 teachers for the linguistic evaluation of the 6-item candidate scale by the target research group and to correct any incomprehensible items. The opinions of 2 Turkish teachers were taken and it was determined that the 6-item candidate scale was understandable and linguistically valid.

According to Çokluk et al., (2010), the normal distribution curves and Q-Q normal graph distributions were also examined and it was determined that the data were normally distributed, by taking the +1 and -1 values predicted for the normal distribution as criteria. The suitability of the data for factor analysis was tested using the Kaiser-Meyer-Olkin (KMO) coefficient and the Bartlett Sphericity test. Kaiser-Meyer-Olkin (KMO) test value was determined as .87 and Bartlett's Sphericity test value was 811.911 and ($p < .000$) and it was concluded that it was suitable for factor analysis. The suitability of the data for factor analysis can be examined by Kaiser-Meyer-Olkin (KMO) coefficient and Bartlett's sphericity test. For factorization, KMO is expected to be higher than .60. If the calculated chi-square statistic is significant, it indicates that the data matrix is appropriate (Büyüköztürk, 2002). It is stated that the KMO value is excellent as it approaches 1 and unacceptable when it falls below .50 (Tavşancıl, 2010). In this context, the KMO value is at a good level considering that the KMO value of the data set is .87 and Bartlett Sphericity test is significant.

The common variance values of the factors were examined and since there was no item with a value below .30 no item was removed from the scale. With a value of .80 the item that most affected the total factor was the 6th item, while the item with a value of .64 was the item that affected the total factor least. In order for item total coefficients to be considered a healthy indicator, they should not be below .25 and should be statistically significant (Tezbaşaran, 1996). When the total item correlations are examined, it is accepted that the items with values higher than .30 are valid (Büyüköztürk, 2002). The item-total correlations of the items in the scale were found to be between .65 and .84. In this context, it can be stated that all items in the scale are sufficient to distinguish the features to be measured. The total explained variance rate is 71.49% and it is considered sufficient for the explained variance to be between 40% and 60% (Tavşancıl, 2010). Considering the total explained variance, there is a factor with an eigenvalue greater than 1 in the scale. In the Kaiser (1960) method, factors with eigenvalues greater than 1 are considered important factors and a factor is expected to explain more variance than the variance explained by a single item. Considering the eigenvalues and factor loads, it was determined that the scale had one factor.

Confirmatory factor analysis is a type of structural equation model that reveals the relationship between latent and observed variables (Çapık, 2014). Fit is the ability of a model to reproduce the variance covariance matrix (Erkorkmaz et al., 2013). The second study group consists of 211 classroom teachers

working in public primary schools in Amasya city center, and confirmatory factor analysis (CFA) was conducted with the data obtained from this study group. Chi-square test (χ^2) is based on whether the difference between observed and expected frequencies is significant, and in the fit test, it tests the suitability of an observed variable to an expected distribution (Güngör & Bulut, 2008). The χ^2 value determines whether confirmatory factor analysis can be performed (Şimşek, 2007). The χ^2 value is affected by the sample size and increases as the sample size increases (Kline, 2005). χ^2/df is a value obtained by dividing Chi-Square by degrees of freedom and the value should take a value between 2 and 3; however, it is also an acceptable value when it receives a value of 5 or less (Şimşek, 2007). The GFI value indicates the model's level of measuring the covariance matrix in the sample and the model being $\geq .90$ indicates the goodness of the model. The AGFI value must be $\geq .90$ and it takes values between 0-1 (Çokluk et al., 2010). $RMSEA \leq .05$ indicates good fit. $.05 \leq RMSEA \leq .08$ is indicative of adequate fit. $.08 \leq RMSEA \leq .10$ is indicative of acceptable fit. $RMSEA \geq .10$ is indicative of unacceptable fit. CFI value ranges from 0 to 1 and $CFI \geq .90$ indicates acceptable fit and $CFI \geq .97$ indicates good fit. IFI stands for increasing fit index and $IFI \geq .90$ indicates acceptable fit and $IFI \geq .95$ and above indicates perfect fit (Kline, 2005). NNFI (TLI) value takes a value between 0 and 1. However, since this value is a non-normed fit index, it sometimes takes different values from this value range. $NNFI (TLI) \geq .95$ indicates acceptable fit, $NNFI (TLI) \geq .97$ indicates good fit (Kline, 2005). RFI value ranges from 0 to 1 and if $RFI \geq .85$, it indicates acceptable fit and $RFI \geq .90$ indicates good fit (Ayyıldız & Cengiz, 2006). The goodness of fit index results used in this study are as follows: $\chi^2/df=1.73$; $CFI=.98$; $GFI=.97$; $AGFI=.94$; $RMSEA=.05$; $CFI=.98$; $IFI=.98$; $NFI=.97$; $NNFI(TLI)=.97$ and $RFI=.95$. This model was found to be statistically appropriate.

In order to determine the reliability of the Job Security Perception Scale, Cronbach's Alpha internal consistency coefficient ($\alpha=.91$) was calculated as .91. According to Kalaycı's (2008) evaluation criteria, it was concluded that the Job Security Perception Scale ($\alpha=.91$) was highly reliable. In order to determine the item discrimination power of the scale, independent groups' t-test was applied to test the significance of the difference in the item scores of the lower 27% and upper 27% groups. The significance of the t values for the differences between the lower and upper groups is considered as evidence for the discrimination of the item (Erkuş, 2014). It was evaluated that there was a significant difference between the lower and upper groups and the Job Security Perception Scale was sufficient to distinguish this situation. When the values obtained as a result of the EFA, CFA, validity and reliability analysis of the Job Security Perception Scale were examined, it was concluded that this model was theoretically and statistically appropriate and that it was a valid and reliable scale for measuring the perceptions of public teachers about job security. If the Job Security Perception Scale developed in this study were to be used as an up-to-date measurement tool by academics, managers and planners who will conduct research; it is expected that using it to make future strategic decisions by evaluating employees' perception of job security will contribute to both the literature on this field and the public sector would also benefit from it. This research was conducted in the national center of Amasya city center primary school teachers working in public institutions affiliated with the Ministry of Education and is limited to their opinions. Therefore, further studies comparing its application for different regions, sectors and public employees may further contribute to the literature. It may be recommended to support the reliability of the scale by using different methods such as the test-retest method. Additionally, the reliability and validity of the scale can be retested at different times.

Ethical Approval

In this study, all rules stated to be followed within the scope of the "Higher Education Institutions Scientific Research and Publication Ethics Directive" were followed. None of the actions specified under the title of "Actions Violating Scientific Research and Publication Ethics", which is the second part of the directive, have not been carried out.

Ethics Committee Approval Information

Ethical committee = Bolu Abant İzzet Baysal University Ethic Committee

Data of ethical approval= 21.11.2018
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Author Contributions (Roles)

Author 1 devised the project, the main conceptual ideas and proof outline. Author 2 and Author 1 conceived of the presented idea. Author 1 developed the theory and performed the computations. Author 2 verified the analytical methods. Author 2 encouraged Author 1 to investigate [a specific aspect] and supervised the findings of this work. Author 1 took the lead in writing the manuscript. Author 2 provided critical feedback and helped shape the research, analysis and manuscript. All authors discussed the results and contributed to the final manuscript.

Declaration of Conflicting Interest

The authors declare no conflicts of interest in preparing this article.

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