

Relationship Between Union Membership, Union Satisfaction and Job Insecurity: An Application On Research Assistants

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Abstract

Job insecurity is one of the most important and overarching issues facing employees in labour relations. It is important to know whether the unions aiming to protect the rights of employees and support them against the problems that arise in the working life have a functional role at the point of job insecurity. Main purpose of this study is to explore the impact of union membership and union satisfaction on job insecurity. In this context, questionnaire was applied to total of 222 research assistants working with 130;33/a and 92;50/d staff in Ataturk University. The data analysis includes descriptive statistic, t-test and a regression analysis through SPSS 22 program. In the study, it was observed that union membership did not have significant impact on job insecurity but union satisfaction had negative significant impact on job insecurity. In addition, it was determined that researchers with 33/a staff had lower job insecurity than researchers with 50/d staff.

Keywords

Job insecurity • Union membership • Union satisfaction

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Sendika Üyeliği, Sendikal Memnuniyet ve İş Güvencesizliği İlişkisi: Araştırma Görevlileri Üzerinde Bir Uygulama

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Öz

İş güvencesizliği, iş ilişkileri ile ilgili olarak çalışanların karşı karşıya kaldığı en önemli ve üzerinde en çok durulan konulardan biridir. Çalışanların haklarını korumayı ve çalışma hayatında ortaya çıkan sorunlara karşı onları desteklemeyi amaçlayan sendikaların iş güvencesizliği noktasında işlevsel bir role sahip olup olmadığının bilinmesi önem arz etmektedir. Bu çalışmanın temel amacı sendikaya üye olma durumu ve sendikal memnuniyetin iş güvencesizliği üzerindeki etkisini araştırmaktır. Bu kapsamda Atatürk Üniversitesi'nde 13033/a ve 9250/d kadrosuna sahip olmak üzere toplamda 222 araştırma görevlisi üzerinde uygulama yapılmıştır. Anket tekniği ile elde edilen veriler SPSS 22 programında tanımlayıcı temel istatistik analizleri, t testi ve basit regresyon analiziyle değerlendirilmiştir. Çalışmada sendikaya üye olma durumunun iş güvencesizliği için anlamlı bir farklılığa sebep olmadığı fakat sendikal memnuniyetin iş güvencesizliği üzerinde negatif yönde anlamlı bir etkiye sahip olduğu sonucuna ulaşılmıştır. Ayrıca 33/a kadrosuna sahip olan araştırma görevlilerinin 50/d kadrosuna sahip olan araştırma görevlilerine göre daha düşük seviyede iş güvencesizliğine sahip olduğu belirlenmiştir.

Anahtar Kelimeler

İş güvencesizliği • Sendika üyeliği • Sendikal memnuniyet

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Relationship Between Union Membership, Union Satisfaction and Job Insecurity: An Application On Research Assistants

Job insecurity, deriving from dangers which employees perceive of about the future of their jobs because of reasons effective such as flexible working practices, continuous change and innovation, high unemployment rates, is an important factor which negatively affects both employees' social and work lives. It was put forth by various researches that job insecurity in work life decreases job satisfaction and organizational commitment of employees and also causes an increase in turnover intention, worries about turnover and low performance.

In many situations, it is very difficult for employees to struggle against an employer or an institution effectively and individually in case they lose their jobs. At this point, it is a reasonable statement that unions, which employees gather and constitute in order to preserve their interests, may be an effective means of struggle against job insecurity, one of the most important problems of employees concerning their jobs. Considering the fact that unions exist with a claim that they protect the interests of the employees best, it is expected that being a member of a union and satisfaction of that union affect employees' perceived job insecurity positively.

In this study, relationship between union membership, union satisfaction and job insecurity is probed on two groups working at the same institution and under the same conditions in general but differs in terms of the continuity of the job. In the first part of the study, aforementioned concepts and relationships among those concepts are explained theoretically, studies conducted before are presented in an explanatory way and information on the extent of 33/a and 50/d statutes are provided. In the second part of the study, research method and sampling are stated and then results of statistical data analysis are discussed.

Union Satisfaction

Union is a type of organization that employees unite and constitute to realize their common purposes on issues such as wages, working conditions, complaint procedures, recruitment, promotion and incentive systems, workplace security and policies, by using tools such as collective labor bargaining primarily (Ratna and Kaur, 2012, p. 49). The main purpose of unions in developed and developing countries is to continuously improve working conditions of their members. In order to be able

to put that into practice, unions can contribute to employees' getting higher wages and realizing of income distribution in favour of employees among the society by using local, national and international sources in some situations (Benson and Brown, 2010, p. 81). Unions, continuously aiming to serve the interests of their members, use the methods of controlling workforce supply, getting support from government policies and regulations and collective bargaining in order to realize their aforementioned aims (Frenkel and Kuruvilla, 1999, p. 542).

Union satisfaction is explained by two theories. While the first one argues that relationship between union and its members is determinant of union satisfaction, the second theory claims that basic determinant of union satisfaction is performance of the union on protecting the rights and interest of employees (Himarios, 1988, p. 68). However, it is stated that especially the perceptions of unions' performances on actions which are for the benefit of employees is the basic determinant of union satisfaction (Chacko, 1985, p. 364).

Employees who are members of unions anticipate to get some benefit in parallel with the purposes of the unions. Reasons of the employees' being members of unions reflect what employees expect from unions at the same time. Ratna and Kaur (2012) state that employees become members of the unions by reasons such as a more efficient bargaining power, prevention of discrimination, job security and insecurity, participation in the decisions on labour relations, sense of being a member of a group, a platform in which one can express himself and building good relationships with management. The most important expectations of employees from unions are; struggling of unions for just and enough wages, providing support in case they are exposed to unjust practices and improving job security (Uysal and Köse, 2014, p. 105). Union satisfaction emerges depending on the performance of the union on basic issues such as wages and fringe benefits, quality of labor relations and union-member relations (Fiorito et al., 1988, p. 294). If an employee who is a member of a union believe that the union avails on wages, working conditions and job security, his expectations will be met and then he will be satisfied of union membership (Leicht, 1989, p. 333).

Job Insecurity

The concept of job insecurity is defined in various ways in the literature. After several studies conducted, job insecurity is defined as "the perceived

threat of job loss and the worries related to that threat” (Witte, 1999, p. 156). The concept of job insecurity is defined as “expectation about continuity of a job,” “perceived threat of an employee concerning continuity of his current job,” “emerged weakness in providing the continuity of a job that is under threat.” by various researchers (Sverke and Hellgren, 2002, p. 26). Job insecurity involves all conditions that emerges on account of all legal or illegal organizational changes that hinder the continuity of a current job and cause an employee to worry about losing his job depending on the consideration of uncertainty (Çakır, 2007, p. 120).

Researchers except for the ones studying behavioral sciences state that job insecurity is an objective phenomenon on account of the fact that possible threats about the current job emerges regardless of the employee. However, in many studies conducted, it is argued that job insecurity has an objective feature as it emerges depending on employee’s perception of existing real conditions (Sverke et al., 2002, p. 243). Perceived job insecurity is a consequence of employee’s evaluation process regarding both macro-level factors such as law, regulations, standards and economics environment and his individual sources such as education and income. Hence, perceived job insecurity comes out depending on employee’s subjective evaluation on the future of his job under different conditions (Erlinghagen, 2007, p. 184). Perceived job insecurity is generally affected by three factors as macro-level variables such as general situation of national or local unemployment, employee’s abilities and experiences that determine his position in the organization and personality characteristics (De Witte, 2005, p. 2). Perceived job insecurity refers to a subjective status that employee cannot find an answer to uncertainties about the continuity of his job apart from being a phenomenon such as job insecurity, work loss and unemployment (Burgard et al., 2009: 778).

Job insecurity, regarding a large mass of employees, is a state that part-time employees who are especially included in secondary workforce, employees who do not have permanent employment contracts such as temporary or seasonal workers (Hartley et al., 1991, p. 7), people who work in jobs that require technical skills and expertise for a given period, employees who are newly recruited and in trial period experience (Çakır, 2007, p. 118).

Relationship Between Union Membership, Union Satisfaction and Job Insecurity

Taking into consideration that main purpose of unions is to improve working conditions of their members, it is an acceptable situation that job insecurity is or should be a field of interest of unions because of job insecurity's some negative results on employees. Accordingly, it is stated that job insecurity has a powerful triggering role on employees to become union members (Sverke and Hellgren, 2002, p. 35).

Union membership is one of the most effective sources of social support for employees (Dekker and Schaufeli, 1995, p. 58). A state of union membership may evoke a sense of protection on employees against detrimental practices of top management. Because unions can affect the running in an institution or foundation, it can become impossible to attach meaning to behaviors or states of employees in the workplace without considering the role of the unions (Barling et al., 1992, p. 4-5). Hence, employees' feeling of weakness on job insecurity may diminish because of unions' power of collective bargaining and influence on administrative policies concerning employees (Hellgren and Chirumbolo, 2003, p. 274). Although some studies concluded that union member employees experience less job insecurity compared to non-union member employees, studies not supporting this conclusion also exist and it becomes impossible to put forth the impact of unions on job insecurity (Sverke et al., 2006, p. 11). This situation varies depending on unions' efforts on job insecurity in terms of especially collective bargaining and individual problems and positive or negative perceptions of members concerning these efforts.

Literature Review

In this part of the study, previous studies on the subject is given. It is aimed to develop the hypothesis of the study on the basis of these studies. In their studies Gordon et al. (1980) investigated the determinants of union commitment and union satisfaction. In a research conducted on 1377 white collar workers, factor analyses were done via SPSS program. As a consequence of analyses, it was concluded that the most affecting factors on the belief in unionism are socialization experience and effectiveness of union currently and in the past. In that research, researchers also reached the conclusion that

working conditions have an impact on union commitment. However, the effect of trade unions on members' working conditions is also influential on union satisfaction. Fiorito et al (1988) examined the reasons of employees' satisfaction of union memberships in their research. Data used in that study was obtained from Quality of Employment Survey which was administered to 1515 employees by Quinn and Staines (1979). Through descriptive statistics tests run in the study, it was concluded that union-member relationship and expected and perceived outcome on basic issues (wages, job security, etc.) are among the primary determinants of union satisfaction. Aryee and Chay (2001) investigated the impact of union support and union instrumentality on workplace justice. Data obtained by administering a survey to 187 union member public employees were analyzed via Structural Equation Modeling (SEM). After the analyses conducted, it was found out that union support and union instrumentality have the mediating role in workplace justice and organizational citizenship behavior.

The issue of job insecurity is also examined by considering the differences between temporary and permanent employees and those working in the public and private sectors. Mauno et al. (2005) explored the impact of job insecurity that exist in employees who work under fixed-term employment contracts on job attitudes. Survey data obtained from 736 employees in one Finnish health care district were analyzed through correlation and hierarchical regression tests. The results of the analyses indicated that employees who work under fixed-term contract have more perceived job insecurity compared to permanent employees and the employees who work under fixed-term contract and have perceived job insecurity exhibit more positive job attitudes compared to permanent employees. De Witte et al. (2008) conducted research on the consequences of job insecurity among the union members. In this context, the relationship between perceived union support, job insecurity and intention to resign from union membership was examined. Data collected by surveys which were administered in Belgium, Netherlands, Italy and Switzerland were analyzed through regression tests. It was concluded through the analyses that a negative correlation existed between union support and job insecurity, a positive correlation between job insecurity and intention to resign from union membership and perceived union support had a mediating role in the relationship between job insecurity and intention to resign from union membership for Belgium, Italy and Netherlands. For Switzerland,

any of the aforementioned results could not be reached. Cheng and Chan (2008) explored the tenure, age, and gender differences in the relationship between job insecurity and its job-related and health-related consequences in their studies. In the research conducted by meta analysis method, the relationship between 172 independent variables which were used in 133 studies and job insecurity. According to results it was concluded that there existed a negative correlation between job insecurity and job performance and also between job insecurity and job involvement. Additionally, it was observed that positive correlation between job insecurity and turnover intention is relatively stronger among employees with shorter tenure and younger employees. Also, research concluded that gender was a variable that caused difference for job insecurity. McGuinness and Wooden (2009) examined the relationship between work-related skills and abilities, job insecurity and career mobility. Data used in this longitudinal research were obtained from The Household, Income and Labour Dynamics in Australia (HILDA) Survey. Correlation tests and prediction models were used in the study. Through analyses, it was concluded that a statistically significant and strong correlation existed between level of education, ethnicity, working hours, workplace and job experience, union membership and job insecurity. De Cuyper et al. (2010) investigated the relationship between job insecurity, employability and wellbeing among temporary and permanent employees. Data used in the research were collected from Finnish Quality of Work Life Survey (n=4104) administered by Statistics Finland. ANOVA and correlation tests were used in the research. Analyses indicated that there existed a negative correlation between job insecurity, job satisfaction and wellbeing among permanent employees, however this correlation was not valid for temporary employees. It was also concluded in the research that there did not exist a statistically significant correlation between employability and type of employment contract. Artz and Kaya (2014) examined the relationship between perceived job insecurity and job satisfaction among union member public and private employees in the US. Data were collected from the National Study of Changing Workforce surveys (More than 2700 samples). Prediction models, correlation and regression tests were used within the framework of least square method in the research. Through analyses, it was concluded that a negative correlation existed between job insecurity and job satisfaction among both public and private employees, and job insecurity decreased job satisfaction about %25.4. The research also concluded that job insecurity among union

member public employees was lower compared to private employees. De Cuyper et al. (2014) studied if the relationship between perceived job insecurity and union membership showed dissimilarity among employees under fixed-term contract and permanent employees. Data used in the research were obtained from surveys administered to 567 people by various companies in Belgium. Correlation and hierarchical regression tests were used in the research. The research concluded that there did not exist statistically significant correlation between job insecurity and union membership concerning the whole sample. Also, there existed a positive and statistically significant correlation between aforementioned variables concerning the employees under fixed-term contract, but such a correlation did not exist concerning permanent employees. Smit et al. (2016) investigated the relationship between work stress, job security and union support in their work. The data used in the study were obtained from a survey of 260 workers working in the mining industry in South Africa. These data were analyzed via structural equation modeling. The results of the analysis showed that perceived trade union support had a positive effect on job satisfaction and motivational behavior. There is a limited number of studies in the literature on how trade unions have an impact on job insecurity which is one of the most important problems that employees face in their work life. In this study, the effectiveness of trade unions with respect to job insecurity is investigated along with trade union satisfaction and union membership. It is also one of the basic problems of researching whether the effectiveness differs between temporary and permanent status workers.

In this context, following hypotheses are developed:

H_1 : Union satisfaction impacts job insecurity statistically significantly and negatively.

H_2 : Level of job insecurity shows dissimilarity depending on if employees are union members or not.

H_{2a} : Level of job insecurity shows a significant dissimilarity for the research assistants who are assigned according to the status stated in Article 33/a depending on if they are union members or not.

H_{2b} : Level of job insecurity shows a significant dissimilarity for the research assistants who are assigned according to the status stated in Article 50/d depending on if they are union members or not.

H₃: Level of job insecurity shows a significant dissimilarity depending on demographic factors.

H₄: Level of job insecurity shows a significant dissimilarity depending on 50/d and 33/a statuses.

The Extent of “Research Assistant” Job

Research assistants who are employed at Turkish universities are stated as ancillary staff assigned for a specific period of time in higher education institutions in Turkish Law on Higher Education 2547 Article 3 Paragraph p. Research assistants can be assigned at aforementioned institutions in two ways. First, in Article 33 Paragraph a of the Law 2547 it is stated as “Research assistants are members of the ancillary staff who assist with research, studies, and experiments in higher education institutions, as well as carrying out other duties assigned by authorized bodies. Upon the proposal of the section head concerned and the approval of the Department Head, Dean, Graduate School, School of Higher Education or Conservatory Director, they are appointed by the Rector for a maximum period of three years, at the end of which their appointment automatically comes to an end. They can be assigned by the same way again.” The second way of assignment is stated in again the Law on Higher Education 2547 Article 50 Paragraph d as “Students in post-graduate education may receive scholarships, they may also be appointed for a period of one year at a time to an ancillary staff position.” Definitions concerning 33/a and 50/d statuses in the Law put forth two basic differences; (1) While the contracts of research assistants assigned according to the status stated in Article 33/a are renewed for every 3 years, this renewal period is 1 year for research assistants assigned according to the status stated in Article 50/d, (2) While assignment according to the status stated in Article 33/a can continue without basing upon any normal cause, assignment according to the status stated in Article 50/d will come to an end with the completion of post-graduate education. Aforementioned ending take place in the end of the doctoral education if both graduate and doctoral programs exist in department that research assistant is appointed. If doctoral programs do not exist, that appointment comes to an end in the end of graduate education. However, for 33/a statuses, in order to carry out their post-graduate educations, research assistants can be assigned at other higher education institutions at home or abroad even if post-graduate

education programs exist or not in their appointing universities in accordance with the Law 2547 Article 35. At this point, while the expression of “temporary job” can be suitable for the research assistants assigned according to the status stated in Article 50/d, “permanent job” can be suitable for the research assistants assigned according to the status stated in Article 33/a.

Research

Data Collection Method and Tools

Data used in the research were collected by a face to face administered survey which consisted of 4 parts – demographic features, multiple-choice question prepared for being union member, union satisfaction and job insecurity – and 27 questions total. Union satisfaction scale and job insecurity scale used in the research were prepared by using 5-point Likert scale ranging from (1) “Strongly disagree” to (5) “Strongly agree.” Data obtained by these surveys were analyzed with “t” and “regression” tests via SPSS 22 program.

In the question regarding the reasons for becoming a member of a union, there are 9 answers – 8 explanatory and 1 “other” choice answers – which are requested to reply and maximum 3 choices are requested to mark. The question was obtained from Hacıoğlu’s (2014) study. Union satisfaction scale; was prepared by Fiorito et al. and translated into Turkish and its validity and reliability was provided by Demirbilek and Çakır (2004). There are 10 questions total in this scale. Job Insecurity Scale; is a scale that was prepared by Ashford et al. (1989) and translated into Turkish by Şeker (2011). It consists of 9 questions.

Table 2
Reasons for becoming union members

Statement	N	Percentage
For supporting me in case I have a problem in the workplace	24	33,8
In order to improve my wage and working conditions	17	23,9
Because I believe in unionism	19	26,8
In order to benefit from legal services of the union	18	25,4
Because many employees in the workplace are union members	15	21,1
In order to take advantage of services such as training, social activities, recreation facilities that unions provide	8	11,3
In order to take advantage of financial services	0	0
Because it complies with my political preferences	8	11,3
Other	21	29,6

Participants

The main mass of the study consisted of total 510 people who were personnel of Atatürk University and worked as research assistants at Atatürk University during 2017-2018 Fall Semester. Consequently other research assistants who were personnel of Atatürk University but commissioned to work for other universities weren't included in the study. Sample size of the study was calculated as 219 by predicting an error magnitude of 5% within the 95% confidence limits of the mainstream (Saunders et al. 2003:156). After delivering the surveys to all faculties at the university, 236 out of 245 were collected and 14 surveys were not included in the research as they had been partially filled (Return rate, %96). The sample size of the study is 222.

Findings

106 of the participants were female and 116 were male. When their marital status was examined, it was found out that nearly half of them were married (%50.5), and half were single (%49.5). 60 of 112 married participants had a child. While 130 (%58.6) of research assistants participating in the research were assigned according to the status stated in Article 33/a, 92 (%41.4) were assigned according to the status stated in Article 50/d. Nearly half of them (%45.5) did this job for a period of 2-4 years. 156 of the participants were doctoral students, 40 were graduate students and 26 had doctoral degrees. While 151 of the participants were not union members, 71 of them were union members and majority of the ones who are union members had been members for 2-4 years. Reliability analysis of the scales used are shown on Table 1.

Table 1
Reliability analysis results

Scale Name	Number of Items	N	C.Alpha
Job Insecurity	9	222	,945
Union Satisfaction	10	71	,844

As shown in Table 1, the reliability coefficients of both scales are considerably higher than 0,600 and acceptable level for social sciences (Özdamar, 2002:513). Findings on the reasons of research assistants for becoming union members are presented on Table 1.

Table 2 shows that the most marked choice is “For supporting me in case I have a problem in the workplace.” In light of this result, the most important reason for union member research assistants who participated in the research is the anticipation that the union will provide support against the problems which they will encounter in their employing institutions. Indeed, similar to this result, Urhan (2012) stated in his study that the most important reason for employees to continue their union memberships and becoming new members is that unions are seen as an important tool in protecting economic and social interests of employees. The statement “In order to take advantage of financial services” were not marked at all. It is understood from this data that the participants did not have any anticipation in terms of financial issues when they become union members. On the other hand, the fact that “Other” choice was often ticked also attracts notice. It was requested to state their reason in written from the participants who marked the “Other” choice. When the reasons written under the “Other” choice were examined, it was seen that it was mostly stated that they became union members upon the persistence of a close friend or union representative.

The results of the regression analysis conducted to identify the relationship between union satisfaction and job insecurity are shown on Table 3.

Table 3
Regression Analysis Results

Independent Variable	Dependent Variable: <i>Job Insecurity</i>		
	Beta	t	Sig.
Union Satisfaction	-0.336	12.278	0.004
R ²		0.113	
F		8.756**	

$p < 0.01$ **

Table 3 shows that the regression that was set up is statistically significant at %1 significance level ($p < 0,01$). When R²-value is analyzed, nearly %11.3 of the variation at level of job insecurity among union member employees is explained by union satisfaction. It was concluded that union satisfaction has a negative statistically significant impact on job insecurity (Beta:-0.34). Therefore H₁ hypothesis was accepted. Accordingly, it was concluded that when employees' level of union satisfaction increase, their level of job insecurity decrease. Indeed, De Witte et al. (2008) similarly concluded in their study that there exists a negative correlation between perceived union support and job insecurity.

The results of the t test conducted to find out if union membership causes a statistically significant difference in the level of job insecurity are shown on Table 4.

Table 4
t test results

Dependent Variable: Job Insecurity	Union	N	Mean	Mean difference
All participants <i>F= 0,211; p= 0,613</i>	Member	71	2,7590	0,054
	Non-member	151	2,7049	
The research assistants who are assigned according to the status stated in Article 33/a <i>F= 0,258; p=0,201</i>	Member	46	2,5676	0,165
	Non-member	84	2,4021	
The research assistants who are assigned according to the status stated in Article 50/d <i>F= 0,19; p< 0,863</i>	Member	25	3,6827	0,026
	Non-member	67	3,8742	

It is understood from Table 4 that being a union member does not have a statistically significant difference on job insecurity. This situation is valid for all participants ($p=0,613$), the research assistants who are assigned according to the status stated in Article 33/a ($p=0,201$) and the research assistants who are assigned according to the status stated in Article 50/d ($p=0,863$). Therefore H_{2} , H_{2a} ve H_{2b} hypotheses are rejected. Similarly, De Cuyper et al. (2014) concluded that there exists no statistically significant correlation between union membership and job insecurity. According to this result, it may be considered that being a union member does not have any impact on job insecurity. On the other hand, when the mean values of job insecurity were analyzed, it was concluded that the highest mean value (3.87) belonged to the group of non-union member research assistants assigned according to the status stated in Article 50/d and this mean value was relatively high. Also, it was seen that the lowest mean value (2.40) belonged to non-union member research assistants assigned according to the status stated in Article 33/a. The results of the t tests conducted to find out if job insecurity shows a significant dissimilarity according to some demographic features are shown on Table 5.

Table 5
t Test Results

Dependent Variable: Job Insecurity		N	Mean	Mean difference
Gender <i>F= 0,18; p= 0,000**</i>	Female	106	2,9088	0,357
	Male	116	2,5517	
Marital Status <i>F= 0,11 ; p=0,088</i>	Married	112	2,6369	-0,172
	Single	110	2,8091	

Table 5 shows that job insecurity shows significant dissimilarity at %1 significance level according to gender. Indeed, when the mean values of job insecurity were analyzed, it was revealed that female research assistants experience job insecurity at a higher level compared to males (Female=2.90, male=2.55). Also, it was understood from Table 5 that job insecurity does not show significant dissimilarity according to the marital status variable ($p=0.88$). Therefore H_3 hypothesis were partially accepted. Similarly, Dursun and Bayram (2013) also concluded in their study that job insecurity shows significant dissimilarity according to gender variable but does not show significant dissimilarity according to marital status.

The results of the t tests conducted to find out if job insecurity that research assistants go through shows a significant dissimilarity according to 33/a and 50/d statuses are shown on Table 6.

Table 6
t test results

Dependent Variable: Job Insecurity		N	Mean	Mean difference
Status	33/a	130	2,4607	0,631
$F= 0,159; p= 0,000^{**}$	50/d	92	3,0918	

Table 6 shows that the level of perceived job insecurity of the research assistants shows significant dissimilarity at %1 significance level depending on their 33/a and 50/d statuses ($p=0.00$). Indeed, when the mean values were analyzed, it was seen that job insecurity exist at a higher level among the research assistants assigned according to the status stated in Article 50/d compared to the research assistants assigned according to the status stated in Article 33/a. Therefore, H_4 hypothesis were accepted. Mauno et al. (2001), De Cuyper et al. (2010) and De Cuyper et al. (2014) similarly concluded that temporary employees go through job insecurity at higher level compared to permanent workers.

Discussion and Conclusion

Job insecurity, which is caused by current market conditions in general and affects production negatively by causing a decrease in performance of employees besides affecting work and social lives of employees negatively, is quite important for work life. Being of job insecurity of employees at a minimum can bring about positive results for both employees and employers in terms of getting more efficiency. It is an acceptable situation that it is rather

difficult for employees to struggle against job insecurity individually. In view of the fact that employees become union members in order to struggle against the problems they encounter in work life and they expect support from unions, a question comes to mind. That question is whether being union members against becoming unemployed which is the biggest problem they can encounter in work life and satisfaction that they get from the union which they are members of have a positive impact on job insecurity or not. There is a limited number of studies in the literature on how trade unions have an impact on job insecurity which is one of the most important problems that employees face in their work life. In this study, the effectiveness of trade unions with respect to job insecurity is investigated along with trade union satisfaction and union membership. It is also one of the basic problems of researching whether the effectiveness differs between temporary and permanent status workers.

This study, in which the relationship between union membership, union satisfaction and job insecurity is investigated, were administered on a total of 222 research assistants. Concerning these 222 research assistants, 130 of them are assigned according to the status stated in Article 33/a and 92 of them are assigned according to the status stated in Article 50/d. If compared, these two statuses differ in terms of continuity of work. In the study, besides findings related to job insecurity which temporary and permanent employees go through, some other conclusions that are considered important in terms of unions have been reached.

According to findings, the conclusion has been reached that the most important reason for participants in becoming union members is “Anticipated support from the union against the problems they will go through in work life.” In spite of that, it was revealed that being a union member does not cause a statistically significant difference on job insecurity among research assistants assigned according to the status stated in both Article 33/a and 50/d. In consequence of effect analysis conducted, it was found out that union satisfaction has a negative and statistically significant impact on job insecurity. Accordingly, the higher the employees’ union satisfaction, the less their job insecurity. Considering these results, it can be admitted that being a union member does not have a positive impact on employees’ job insecurity alone, however union satisfaction, emerged when employees’ expectations from unions are met, decreases job insecurity.

According to the results of analyses conducted regarding demographic factors, it was concluded that job insecurity does not show a significant dissimilarity according to marital status, however it shows a significant dissimilarity according to gender. Accordingly, female research assistants go through job insecurity at a higher level compared to their counterparts. In the study it was also concluded that job insecurity shows a significant dissimilarity according to status (33/a or 50/d). Accordingly, research assistants assigned according to the status stated in Article 50/d experience job insecurity at a higher level compared to research assistants assigned according to the status stated in Article 33/a.

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