The Moderating Role of Emotion-Focused Coping Style and Problem-Focused Coping Style in the Relationship between Job Insecurity and Work-Related Sleep Problems among Young Employees.

Dissertation submitted in partial fulfillment of the Requirements for the award of Master's Science in Psychology

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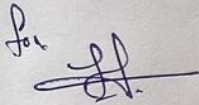Nationally Re-accredited at 'A++' level (4th cycle) Affiliated to: Mahatma Gandhi University

MARCH 2024

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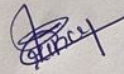
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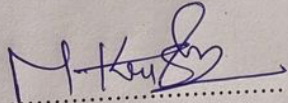
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DECLARATION

I, Fiza Fathima do hereby declare that the work represented in the dissertation embodies the results of the original research work done by me in St. Teresa's College, Ernakulam under the supervision and guidance of Ms Princy Thobias, Assistant Professor, Department of Psychology, St. Teresa's College, Ernakulam, it has not been submitted by me to any other university or institution for the award of any degree, diploma, fellowship, title or recognition before.

Fiza Fathima

Place: Ernakulam

Date: 29-04-2024

ACKNOWLEDGEMENT

I would like to express my sincere gratitude to the Department of Psychology at St. Teresa's College in Ernakulam for providing me with the opportunity to conduct this research project. It goes without saying that no project report can be prepared without the assistance and encouragement of others, and this one is no exception. Their support has been invaluable, and I am deeply thankful for it.

I am deeply grateful to my research guide, Ms. Princy Thobias, Assistant Professor of Psychology, for her unwavering support and guidance throughout my research journey.

I extend my sincere thanks to my parents, teachers and friends who all have supported me throughout the time. I am grateful to everyone who has given me guidance, encouragement, suggestions and constructive criticisms which have contributed immensely to this project.

Above all, I thank God Almighty for blessing me in all the stages of the project and for helping
I complete the project successfully.

Thanking You
Fiza Fathima

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Abstract

In today's corporate world, understanding the complex interactions between psychological elements, job insecurity, and coping strategies is vital to foster a thriving workplace environment. This study examines the moderating roles of emotion-focused coping and problem-focused coping in the relationship between job insecurity and work-related sleep problems among young employees. Utilizing a cross-sectional design, data was collected from 150 young employees aged 20 to 35 using validated measures including the Job Insecurity Scale (De Witte, 2005), the Brief COPE questionnaire (Carver, 1997) for coping styles assessment, and the Work-Related Sleep Problems Scale (Rosenbloom & Miller, 2004) Hypotheses were formulated to explore the relationships between job insecurity, coping styles, and work-related sleep problems, with a focus on the moderating effects of problem-focused and emotion-focused coping. Statistical analyses, including correlation analysis, moderation analysis, and regression analysis, were conducted to examine direct relationships and moderating effects. The findings contribute to understanding the nuanced interplay between job insecurity, coping strategies, and sleep outcomes among young employees, offering insights for interventions aimed at promoting sleep health in the workplace.

Keywords: job insecurity, work-related sleep problems, emotion-focused coping style, problem-focused coping style, young employees.

CHAPTER I

INTRODUCTION

Today's workforce, especially young employees, faces a more uncertain environment shaped by globalization, technological progress, and economic shifts. This has increased job insecurity, causing concerns about job continuity, career advancement, and workplace stability. The resulting chronic stress can impact sleep, contributing to difficulty falling asleep, staying asleep, early waking, and poor sleep quality. These disruptions pose significant consequences for cognitive performance, emotional well-being, and physical health (De Witte, 2005).

The relationship between job insecurity and work-related sleep problems has attained significant attention in organizational psychology. Job insecurity can lead to heightened stress and anxiety among employees (Sverke et al., 2002). This insecurity often manifests as a chronic stressor, affecting various aspects of an individual's well-being, including sleep patterns.

Work-related sleep problems encompass a range of disturbances in sleep quality and quantity directly linked to occupational stressors and job-related factors (Kageyama et al., 1998). Such problems can manifest as difficulty falling asleep, frequent waking during the night, or overall poor sleep quality, which, over time, can lead to fatigue, reduced cognitive function, and decreased productivity at work.

Coping styles play a crucial role in how individuals respond to and manage job insecurity and its associated stressors. Problem-focused coping involves actively addressing and attempting to solve the source of stress, such as seeking alternative job opportunities or developing new skills to enhance job security (Folkman & Lazarus, 1985). On the other hand, emotion-focused coping entails managing the emotional distress caused by job insecurity, often through strategies like seeking social support or engaging in relaxation techniques (Lazarus & Folkman, 1984).

The interaction between coping styles and job insecurity is pivotal in understanding their impact on work-related sleep problems. Individuals employing problem-focused coping mechanisms may be better equipped to decrease the detrimental effects of job insecurity on sleep, as they actively seek solutions and adopt proactive strategies to manage stress. Conversely, those relying on emotion-focused coping may struggle to alleviate the psychological strain of job insecurity, potentially exacerbating sleep disturbances due to prolonged emotional distress (Greenhalgh L & Rosenblatt, 2010).

The correlation between job instability and sleep disorders highlights the complex effects of workplace pressures on worker productivity and health. Sleep problems brought on by job insecurity might eventually affect job performance and overall job satisfaction by causing daytime weariness, decreased concentration, and poor decision-making abilities. Furthermore, the negative consequences of sleep deprivation go beyond the person; they may also have an impact on group dynamics, organizational performance, and even wider social consequences (Shoss, M. K, 2017). Therefore, it is crucial to comprehend the mechanisms by which job insecurity affects young workers' sleep habits to develop focused interventions that aim to reduce the negative effects on both individual well-being and organizational success.

Job Insecurity

Job insecurity can be defined as the subjective perception or objective condition wherein individuals experience a sense of uncertainty or fear regarding the stability, continuity, or prospects of their employment. This perception or condition may arise from various factors including economic fluctuations, organizational restructuring, technological advancements, or changes in labour market dynamics. Job insecurity can manifest as feelings of anxiety, stress, and decreased job satisfaction, and it may have detrimental effects on individuals' mental health, well-being, and overall quality of life.(Cheng et.al,2015).

Theories associated with Job Insecurity

Several theories within the field of organizational psychology and occupational health offer valuable insights into understanding the phenomenon of job insecurity and its impact on employees. One prominent theory is the Conservation of Resources (COR) theory, proposed by Hobfoll (1989), which posits that individuals strive to obtain, retain, and protect valuable resources, including those related to their jobs. According to COR theory, job insecurity represents a threat to these resources, leading to increased stress and psychological strain as individuals perceive the potential loss of important resources such as employment, income, and social support. This heightened stress response can subsequently manifest in various negative outcomes, including sleep disturbances, as individuals expend additional energy coping with the threat of job loss (Sverke et al., 2002).

Similarly, the Transactional Model of Stress and Coping (Lazarus & Folkman, 1984) provides a framework for understanding how individuals appraise and cope with stressful situations such as job insecurity. According to this model, individuals engage in primary appraisal to evaluate the significance of a stressor (e.g., the perceived threat of losing one's job) and secondary appraisal to assess their coping resources and options. Job insecurity may lead to negative primary appraisals, such as perceiving the situation as uncontrollable or overwhelming, and individuals may employ various coping strategies, including problem-focused and emotion-focused coping, to manage the stress associated with job insecurity. However, the effectiveness of these coping strategies in mitigating the impact of job insecurity on sleep outcomes may vary depending on individual differences and contextual factors (De Cuyper et al., 2009).

Social Exchange Theory proposed by Blau (1964), emphasizes the reciprocal nature of social relationships in the workplace. Employees perceive their employment relationship as an exchange of resources, including job security, for their contributions to the organization.

Job insecurity disrupts this balance, potentially leading to decreased organizational commitment, trust, and job satisfaction as employees feel that the organization is not fulfilling its part of the exchange (Rousseau, 1995).

Psychological Contract Theory developed by Rousseau (1989), this theory focuses on the implicit expectations and obligations that exist between employees and their employers. Job insecurity violates the psychological contract by undermining employees' expectations of stable employment and mutual loyalty. As a result, employees may experience feelings of betrayal, leading to negative psychological and behavioural outcomes, including decreased job performance and increased turnover intentions (Conway & Briner, 2002). Control Theory suggests that individuals strive for control over their environment and outcomes. Job insecurity represents a loss of perceived control over one's employment situation, which can lead to feelings of helplessness, anxiety, and stress (Folkman & Lazarus, 1985). Lack of control over job-related stressors may exacerbate sleep problems, as individuals feel unable to effectively manage or mitigate the impacts of job insecurity on their well-being (Folkman, 2010).

Factors Contributing to Job Insecurity

Several factors contribute to job insecurity, influencing individuals' perceptions of the stability and continuity of their employment. Economic factors, such as fluctuations in the global market, industry trends, and company performance, play a significant role in shaping job insecurity. During periods of economic uncertainty or recession, companies may implement cost-cutting measures, downsizing, or restructuring, leading to layoffs and increased job insecurity among employees (Budd et al., 2010). Moreover, globalization and technological advancements have reshaped industries and job markets, creating both opportunities and challenges. Automation and outsourcing can result in job displacement and

skill obsolescence, contributing to heightened job insecurity for workers whose roles are affected by these changes (Baker et al., 2020).

Organizational factors also influence job insecurity, including management decisions, corporate culture, and communication practices within the workplace. Poor leadership, lack of transparency, and ineffective communication about organizational changes can exacerbate feelings of uncertainty and anxiety among employees (Probst, 2010). Additionally, organizational restructuring, mergers, and acquisitions can create ambiguity regarding job roles, career paths, and prospects, leading to increased perceptions of job insecurity (Wang et al., 2016). Furthermore, the prevalence of precarious work arrangements, such as temporary contracts, part-time employment, and gig economy jobs, has contributed to a rise in job insecurity, as these roles often lack stability, benefits, and protections associated with traditional employment (Kalleberg, 2018).

Individual factors, including demographics, skills, and personal circumstances, also shape perceptions of job insecurity. Younger workers, women, and individuals from marginalised or vulnerable groups may be more susceptible to job insecurity due to factors such as limited work experience, lower job tenure, and systemic inequalities in the labour market (Standing, 2011).

Moreover, individuals' coping strategies, resilience, and psychological responses to uncertainty can influence their experience of job insecurity (De Witte et al., 2016). For instance, employees with higher levels of job insecurity may experience greater stress, anxiety, and decreased job satisfaction, exacerbating the negative effects of job insecurity on their well-being and performance (Fischmann et al., 2018).

Work-Related Sleep Problems

Work-related sleep problems refer to disturbances in sleep patterns or quality that are directly linked to factors associated with one's employment or workplace environment. (Kivimäki, 2008).These problems can encompass difficulties falling asleep, staying asleep, experiencing restorative sleep, or maintaining a regular sleep schedule due to work-related stressors, demands, or conditions. Work-related sleep problems may arise from various sources, including job insecurity, excessive workload, shift work, irregular or long working hours, interpersonal conflicts at work, or exposure to occupational hazards such as noise or light pollution. These sleep disturbances can have significant consequences for individuals' physical health, mental well-being, and job performance, ultimately impacting their overall quality of life and productivity in the workplace. (Karasek, 1990).

Theories Associated with Work-Related Sleep Problems.

Understanding the complexities of work-related sleep problems requires consideration of various theories and models from the fields of sleep science, occupational health, and psychology. One prominent framework is the Job Demand-Control-Support (JDCS) model, which suggests that the interaction between job demands, job control, and social support influences workers' health and well-being, including their sleep patterns (Karasek & Theorell, 1990). High job demands, such as heavy workloads or time pressure, coupled with low job control, where individuals have little autonomy or decision-making authority, can lead to increased stress levels and disrupted sleep. Conversely, social support from colleagues and supervisors can buffer the negative effects of job demands on sleep by providing emotional and instrumental assistance (Van Laethem et al., 2013).

Another relevant framework is the Effort-Reward Imbalance (ERI) model, which posits that discrepancies between the effort exerted at work and the rewards received, such as salary, recognition, or job security, can contribute to stress-related health outcomes, including

sleep disturbances (Siegrist, 1996). Employees who perceive an imbalance between their efforts and rewards may experience heightened physiological arousal and cognitive rumination, making it difficult to relax and fall asleep. This imbalance in effort and reward can result from factors such as low wages, job insecurity, or a lack of recognition for one's contributions, all of which can negatively impact sleep quality and duration (Eek et al., 2012).

Factors Contributing to Work-Related Sleep Problems

Work-related sleep problems can arise from a multitude of factors stemming from the occupational environment, job demands, and individual characteristics. One significant contributor is irregular or shift work schedules, which disrupt the body's natural circadian rhythm, leading to difficulties in falling asleep or maintaining sleep quality (Knutsson et al., 2010). Shift work, particularly night shifts or rotating shifts, can cause desynchronization between internal body clocks and external time cues, resulting in sleep disturbances and increased risk of insomnia (Rajaratnam et al., 2011). Additionally, irregular work hours may limit opportunities for restorative sleep and disrupt sleep patterns, contributing to chronic sleep deprivation among shift workers.

Another prominent factor contributing to work-related sleep problems is job stress and job insecurity. High job demands, such as heavy workloads, time pressure, or interpersonal conflicts at work, can lead to increased stress levels, arousal, and rumination, making it difficult for individuals to unwind and fall asleep (Kalmbach et al., 2018). Moreover, job insecurity, characterized by concerns about the stability and continuity of employment, can trigger anxiety and preoccupation with work-related concerns, further exacerbating sleep disturbances (Kessler et al., 2008). The persistent activation of stress responses in the workplace can disrupt sleep architecture, leading to shallow, fragmented sleep and impairing sleep quality (Berset et al., 2011).

Coping Styles

Coping styles refer to the individual strategies and mechanisms people employ to manage stress, adversity, or challenging situations in their lives. These coping strategies can vary widely, ranging from problem-focused approaches aimed at directly addressing the source of stress to emotion-focused strategies focused on regulating emotional responses to stressors. (Folkman, S., & Moskowitz, D. S., 2004).According to Lazarus and Folkman (1984), coping styles are shaped by individuals' cognitive appraisals of stressors and their perceived ability to manage or cope with them effectively. Problem-focused coping involves active efforts to change or manage a stressful situation, such as seeking information, making plans, or taking direct action to address the problem. On the other hand, emotion-focused coping entails regulating emotional reactions to the stressor, such as seeking social support, engaging in relaxation techniques, or reframing the situation to find meaning or acceptance. These coping styles can be adaptive or maladaptive depending on the context and effectiveness in reducing distress and promoting resilience in the face of adversity.

Theories Associated with Coping Styles

Several theories and models in psychology provide insights into coping styles and how individuals respond to stressors. One prominent framework is the Transactional Model of Stress and Coping, proposed by Lazarus and Folkman (1984). According to this model, individuals engage in a two-stage process when encountering stressors: primary appraisal and secondary appraisal. Primary appraisal involves evaluating the significance of the stressor, and determining whether it poses a threat, harm, or challenge. Secondary appraisal involves assessing one's coping resources and options to manage or cope with the stressor. Based on these appraisals, individuals may adopt problem-focused coping strategies, which involve efforts to alter the stressor or one's response to it, or emotion-focused coping strategies, which involve regulating emotional responses to the stressor. The effectiveness of coping strategies

depends on the nature of the stressor, individual characteristics, and situational factors (Folkman & Lazarus, 1985).

Another influential model is Carver and Scheier's (1998) Control Theory of Coping, which emphasizes individuals' perceptions of control over stressful events and their responses to them. According to this model, individuals strive to maintain a sense of control over their environment and outcomes, particularly in the face of stressors. Coping strategies are viewed as regulatory processes aimed at managing discrepancies between desired and actual outcomes. Individuals may adopt problem-focused coping strategies to exert control over the stressor or emotion-focused coping strategies to manage emotional reactions to the perceived lack of control. The efficacy of coping strategies is determined by individuals' beliefs about their ability to influence outcomes, known as self-efficacy, and their perceived control over the situation (Carver & Scheier, 1998).

Types of Coping Styles

Coping styles encompass a variety of strategies individuals use to manage stressors and navigate challenging situations in their lives. One commonly recognized classification divides coping styles into three main types: problem-focused coping, emotion-focused coping, and avoidance coping. Problem-focused coping involves efforts to directly address and tackle the underlying cause of stress, such as by seeking information, making plans, or taking action to change the situation (Lazarus & Folkman, 1984). This approach focuses on problem-solving and active engagement with the stressor, aiming to alter the stressor itself or one's response to it. Emotion-focused coping, on the other hand, centres on regulating emotional responses to stressors. Individuals employing this coping style may seek emotional support, engage in relaxation techniques, or reframe the situation to find meaning or acceptance (Lazarus & Folkman, 1984). Rather than directly addressing the stressor, emotion-focused coping aims to manage the emotional distress associated with it. Finally,

avoidance coping involves efforts to avoid or escape from the stressor altogether. This may include denial, distraction, or substance use as a means of temporarily alleviating stress without actively addressing the underlying problem (Compas et al., 2001). While avoidance coping can provide short-term relief, it often fails to resolve the stressor and may lead to long-term negative consequences.

Factors Associated with Coping Styles

Several factors contribute to the development and utilization of coping styles, influencing how individuals respond to stressors and challenges in their lives. One significant factor is personality traits, which play a crucial role in shaping coping behaviours. Research suggests that certain personality traits, such as extraversion, neuroticism, and conscientiousness, are associated with specific coping styles. For example, individuals high in neuroticism may be more likely to engage in emotion-focused coping strategies, such as seeking social support or rumination, in response to stressors, whereas those high in conscientiousness may be more inclined to adopt problem-focused coping strategies, such as planning or problem-solving (Carver & Connor-Smith, 2010). These personality-based predispositions influence individuals' tendencies to approach or avoid stressful situations and their preferred methods of coping with adversity. (Stroebe, M., & Schut, H., 1999).

Social and cultural factors also shape coping styles, reflecting norms, values, and social support systems within different cultural contexts. Cultural beliefs about coping, perceptions of stressors, and available resources for coping can influence individuals' coping strategies and behaviours. For instance, collectivistic cultures may prioritize interpersonal support and collaboration in coping with stressors, whereas individualistic cultures may emphasize self-reliance and independence (Matsumoto, 2007). Moreover, social support from family, friends, and community networks can serve as a protective factor against stress and facilitate adaptive coping responses (Thoits, 2011). Conversely, perceived social constraints

or lack of support may limit individuals' coping options and contribute to maladaptive coping strategies, such as avoidance or substance use (Taylor, 2011).

Additionally, life experiences, including past trauma, adversity, and resilience, shape individuals' coping styles and strategies. Adverse childhood experiences, such as abuse, neglect, or family dysfunction, can influence the development of coping patterns characterized by avoidance, emotional numbing, or maladaptive coping behaviours (Felitti et al., 1998). Conversely, experiences of mastery, self-efficacy, and successful coping with challenges can foster resilience and adaptive coping strategies in adulthood (Masten, 2001). Moreover, exposure to diverse coping models and coping behaviours within one's social environment can shape individuals' coping repertoires and their perceptions of the effectiveness of different coping strategies (Skinner et al., 2003).

Rationale of the Study

Although the negative impact of job insecurity on sleep is well documented (Cheng, W., Jiang, Y., & Jiang, J., 2015), our understanding of individual coping mechanisms in the context of this relationship is limited. Young employees, in particular, might exhibit unique coping strategies in dealing with workplace uncertainties. Problem-focused coping, characterized by actively addressing the source of stress, and emotion-focused coping, focused on managing the emotional response, could differentially impact the link between job insecurity and sleep disturbances.

The findings from this research will contribute significantly to the enhancement of targeted interventions for young professionals facing job insecurity. Through the identification of effective coping strategies, both organizations and mental health professionals can better equip individuals with tools to manage workplace stress, safeguard their sleep health, and ultimately improve overall well-being. This study endeavours to delve

into the complex interconnections among job insecurity, coping styles, and sleep health, with the overarching goal of empowering young professionals to navigate demanding work environments while prioritizing their physical and mental wellness.

Statement of the Problem

The study investigates the moderating effect of problem-focused and emotion-focused coping styles on the relationship between job insecurity and work-related sleep problems among young employees.

CHAPTER II

REVIEW OF LITERATURE

Job insecurity is a prevalent phenomenon in today's dynamic labour market, characterized by uncertainty regarding one's employment status and prospects within an organization. Understanding the intricate interplay between job insecurity, coping strategies, and work-related sleep problems is essential for developing effective interventions to support individuals facing employment uncertainties. This review of literature examines a diverse range of studies exploring the relationship between job insecurity, coping mechanisms, and health-related outcomes such as psychological well-being, sleep quality, and mental health across different populations and contexts. By combining the findings from these studies, we seek to understand the various aspects of job insecurity and how it affects individual health and well-being.

Huang et al., (2022) investigated "Job Insecurity, Emotion-Focused Coping, and Burnout Among Chinese Employees." The study included Chinese employees from diverse sectors, highlighting cultural influences on coping strategies and burnout. Statistical analysis involved regression analyses to explore interaction effects. Their findings revealed that individuals experiencing both high job insecurity and employing emotion-focused coping reported significantly higher burnout levels compared to other combinations

In the study titled "Coping Styles and Job Demands: Effects on Insomnia Among Nurses," the population under study comprised nurses. Statistical analysis included moderation analyses. Liu et al., (2022) found that high emotion-focused coping (EFC) exacerbated the link between job demands and insomnia symptoms, while high problem-focused coping (PFC) buffered the negative effects.

In "Job Insecurity and Work-Life Balance: An Exploratory Study" (2020) conducted by Garcia et al., the population under study likely encompassed employees across diverse industries. Statistical analysis likely involved correlation analyses to examine the relationship between job insecurity and work-life balance measures. The findings indicated that higher

levels of perceived job insecurity were associated with increased work-life conflict and decreased satisfaction with work-life balance.

Kim et al., (2020) conducted a study titled "Job Insecurity and Sleep Quality Among Traditional Finnish Employees. The population under study comprised traditional Finnish employees. They investigated the relationship between job insecurity and sleep quality among traditional Finnish employees. Statistical analysis included mediation analyses to examine indirect effects. They found a positive association between job insecurity and poor sleep quality. Statistical analysis included mediation analyses to examine indirect effects. The study identified work-family conflict as a significant mediator in this relationship. Overall, the findings highlight the importance of considering work-family dynamics in understanding the impact of job insecurity on sleep quality among traditional Finnish employees.

In "Work-Related Stressors and Sleep Problems: A Longitudinal Study Among Information Technology Professionals" (2020) by Patel et al., the population under study likely comprised information technology (IT) professionals from various sectors, such as software development, IT consulting, and tech support. Statistical analysis likely involved longitudinal regression models to assess the predictive relationship between job insecurity and sleep problems while controlling for other relevant variables. The findings revealed a significant association between higher levels of job insecurity and increased sleep problems over one year, even after accounting for other work-related stressors.

In "The Mediating Role of Coping Strategies in the Relationship Between Job Insecurity and Well-being: A Longitudinal Study" (2019) by Chen et al., the population under study likely consisted of employees across various industries experiencing job insecurity. Statistical analysis likely involved longitudinal mediation models to assess the indirect effects of coping strategies on the relationship between job insecurity and well-being. The findings indicated that problem-focused coping strategies served as a mediator in the relationship

between job insecurity and higher levels of well-being, including increased job satisfaction and decreased psychological distress.

In their study titled "Job Insecurity and Sleep Quality: The Moderating Role of Neuroticism," Zhou, Yang, Qiu, Yang, and Pan (2019) investigated the moderating influence of neuroticism on the relationship between job insecurity and sleep quality among Chinese workers. The population under study likely consisted of employed individuals across various industries in China. The researchers employed hierarchical regression analyses to examine the interaction between job insecurity, neuroticism, and sleep quality. Their findings revealed that workers with high levels of neuroticism were more vulnerable to the detrimental effects of job insecurity on sleep quality compared to those with low levels of neuroticism.

In their study titled "Association between job insecurity and Sleep Quality in Spanish Workers: The Role of Personal and Environmental Control," Mucci, Giorgi, Cupelli, Arcangeli, and Roncaioli (2018) investigated the relationship between job insecurity and sleep quality among Spanish workers. The population under study likely comprised employed individuals across various sectors in Spain. The researchers utilized hierarchical multiple regression analyses to explore the association between job insecurity, sleep quality, and the moderating effects of personal and environmental control. Their findings revealed a negative association between job insecurity and sleep quality among Spanish workers. Furthermore, they observed that levels of personal and environmental control moderated this relationship. This suggests that individuals with higher levels of personal and environmental control may be better equipped to mitigate the negative impact of job insecurity on sleep quality.

Altena et al., (2018) conducted a systematic review titled "Work-related stress and insomnia". The population under study consisted of individuals across various occupational settings. They synthesized findings from multiple studies to examine the association between work-related stress and insomnia. The statistical analysis likely involved a meta-analysis to

quantitatively summarize the pooled effect sizes across studies. Their review revealed consistent evidence linking work-related stress factors such as job insecurity, high job demands, and work-family conflict to an increased risk of insomnia symptoms and sleep disturbances.

In the study by Andersen et al. (2018), titled "The Impact of Job Insecurity on Sleep Disturbances: A Cross-National Comparison," the population under study comprised employed individuals in different countries. The researchers conducted a cross-national comparison to examine the impact of job insecurity on sleep disturbances. Utilizing data from large-scale surveys, they likely employed regression analyses to assess the relationship between perceived job insecurity and sleep disturbances while controlling for potential confounding variables. Their findings revealed consistent evidence across diverse cultural and socioeconomic contexts, indicating that higher levels of perceived job insecurity were associated with increased sleep disturbances.

In "The Longitudinal Effects of Job Insecurity on Psychological Well-Being: A Multilevel Modelling Approach" (2018) by Cheng and Chan, the study followed a sample of employees over two years to assess the impact of job insecurity on psychological well-being. The population under study likely comprised employed individuals from various industries. Statistical analysis involved multilevel modeling techniques to examine the relationship between job insecurity and psychological distress over time. Results indicated that higher levels of perceived job insecurity predicted greater psychological distress over time, even after controlling for baseline levels of well-being and other relevant factors. This suggests that job insecurity has a detrimental effect on psychological well-being among employees, persisting over an extended period.

László et al. (2017) explored the association between job insecurity and sleep disturbances in their study titled "The association between job insecurity and sleep

disturbances: Findings from the fifth European Working Conditions Survey." The population under study likely included employed individuals across European countries. The researchers employed logistic regression analyses to investigate the relationship between perceived job insecurity and the likelihood of experiencing sleep disturbances, adjusting for sociodemographic and occupational factors. Results revealed a significant association between perceived job insecurity and an increased likelihood of experiencing sleep disturbances, even after controlling for relevant variables.

Wang et al. (2016) conducted a cross-sectional study titled "The Role of Coping Styles in the Relationship Between Job Insecurity and Mental Health" to explore the role of coping styles in the relationship between job insecurity and mental health outcomes. The population under study likely comprised employed individuals facing job insecurity. Statistical analysis involved regression analyses to examine the relationship between coping styles, job insecurity, and mental health outcomes. Findings revealed that individuals who utilized problem-focused coping strategies exhibited better mental health outcomes, including lower levels of anxiety and depression, despite experiencing job insecurity.

Jang et al. (2016) investigated the association between work stressors and sleep quality among Korean workers in their study titled "The association between work stressors and sleep quality: Findings from the Second Korean Working Conditions Survey." The population under study likely consisted of employed individuals in South Korea. Utilizing logistic regression analyses, they explored the relationship between various work stressors, including job demands and job insecurity, and sleep quality. Results indicated that work stressors such as job demands, job insecurity, and workplace violence were significantly associated with poor sleep quality, particularly among certain occupational groups like manual workers and service workers.

Probst et al. (2016) examined the relationship between coping strategies and sleep quality specifically among unemployed individuals in their study titled "The Impact of Coping Strategies on Sleep Quality Among Unemployed Individuals." The population under study likely comprised unemployed individuals from diverse socioeconomic backgrounds. Statistical analysis included regression analyses to explore the relationship between coping strategies and sleep quality. Surprisingly, they found that problem-focused coping strategies, such as engaging in job search activities, were associated with worse sleep quality among this demographic.

Burgard and Ailshire (2015) explored the association between job insecurity and sleep disorders using data from the Wisconsin Longitudinal Study in their study titled "The association between job insecurity and sleep disorders: Findings from the Wisconsin Longitudinal Study." The population under study likely consisted of participants from the Wisconsin Longitudinal Study. Through logistic regression analyses, they found a significant association between perceived job insecurity and increased risk of sleep disorders, including insomnia and sleep disturbances.

Gandelman et al. (2014) investigated the relationship between economic stressors, including job insecurity, and the demand for mental health services in their study titled "Economic Stressors and the Demand for Mental Health Services." Utilizing data from the National Longitudinal Survey of Youth, they examined the association between economic stressors and mental health service utilization. Results indicated that individuals experiencing job insecurity were more likely to seek mental health services, even after controlling for other stressors and demographic variables.

Kalmbach et al. (2014) conducted a study titled "Work stressors, sleep hygiene, and sleep difficulties: A cross-sectional study" to explore the relationship between work stressors, sleep hygiene practices, and sleep difficulties among a sample of working adults. The

population under study likely included employed individuals from various occupations. Regression analyses were used to examine how work stressors, including job demands and job insecurity, were associated with poorer sleep hygiene practices and increased sleep difficulties. Findings revealed that higher levels of work stressors were linked to poorer sleep hygiene practices and increased sleep difficulties, highlighting the impact of work-related stressors on sleep health.

Cheng et al. (2014) investigated how coping strategies buffer the negative impact of job insecurity on well-being among Chinese healthcare workers in their study titled "Coping Strategies and Job Insecurity: Moderators of Well-being Among Chinese Healthcare Workers." The population under study consisted of Chinese healthcare workers. Statistical analysis involved moderation analyses to assess the interactive effects of coping strategies on the relationship between job insecurity and well-being outcomes. Results indicated that coping strategies, particularly those focused on changing the situation and symptom reduction, significantly alleviated the adverse effects of job insecurity on well-being..

Burgard et al. (2013) conducted a cross-national study titled "The Longitudinal Effects of Job Insecurity on Employed Workers' Depressive Symptoms: A Cross-National Comparison" comparing the effects of job insecurity on employed workers' depressive symptoms in the United States and Europe. The population under study likely included employed individuals from both the United States and Europe. Findings indicated that job insecurity predicts increases in depressive symptoms over time, with variations observed across countries, highlighting the importance of contextual factors in shaping the psychological impact of job insecurity.

Ferrie et al. (2010) investigated the association between job insecurity and health outcomes among 16 European countries in their study titled "Job Insecurity and Health: A Study of 16 European Countries." The population under study consisted of individuals from

16 European countries. Statistical analyses, including multilevel modeling, were used to examine the association between perceived job insecurity and health outcomes. Findings revealed that perceived job insecurity was significantly associated with an increased risk of poor self-reported health and psychological distress across the European countries studied.

You (2010) conducted research titled "Coping Styles and Stress Response: Implications for Sleep Quality," exploring the direct interaction between coping styles, stress response, and sleep quality. The population under study likely included adults from diverse occupational backgrounds. Statistical analysis involved correlation and regression analyses to examine the relationships between coping styles, stress response, and sleep quality. Findings indicated that individuals with adaptive coping styles experienced better sleep quality even during times of elevated stress, highlighting the importance of coping strategies in promoting better sleep health.

Gardner and Gardner (2007) conducted a study titled "Work-Related Sleep Problems and Their Impact on Cognitive Performance, Emotional Regulation, and Physical Health" to explore the associations between work-related sleep problems and various aspects of well-being. The population under study likely consisted of working adults from various occupational backgrounds. Statistical analysis involves correlation analyses to examine the relationships between sleep problems and different outcome variables, such as cognitive performance, emotional regulation, and physical health. Findings revealed that work-related sleep problems were significantly linked to impairments in cognitive performance, emotional regulation, and physical health, highlighting the importance of addressing work-related sleep issues for overall well-being.

Sadeh (2004) investigated the role of coping style in the relationship between stress and sleep in the study titled "Emotion-Focused Coping and Sleep Patterns During High-Stress Periods." The study aimed to demonstrate how high emotion-focused coping can lead

to a reduction in sleep time during high-stress periods. The population under study likely included individuals from a community sample facing high levels of stress. Statistical analysis included longitudinal analyses to examine changes in sleep patterns over time concerning coping strategies and stress levels. Findings indicated that individuals who predominantly utilized emotion-focused coping strategies experienced shorter sleep duration when facing heightened stress levels.

Cooper et al. (2003) conducted a study titled "Coping Strategies and Job Insecurity: Moderators of Well-being Among Chinese Healthcare Workers" to investigate the impact of coping strategies on sleep quality, focusing on emotion-focused and problem-focused coping. The study included adults from diverse demographic backgrounds. Statistical analysis involved regression analyses to examine the relationship between coping strategies and sleep quality. Findings revealed that emotion-focused coping, like rumination, predicted poor sleep quality, whereas problem-focused coping, such as seeking social support, was linked to improved sleep quality.

These studies contribute to our understanding of the complex relationship between job insecurity, coping strategies, and sleep quality, as well as their impact on various health outcomes and well-being measures. They provide valuable insights into the mechanisms through which job insecurity affects individuals' sleep patterns, psychological well-being, and overall health, highlighting the importance of developing effective coping strategies and interventions to mitigate the negative effects of job insecurity on health.

CHAPTER III

METHODS

Aim

To explore the moderating role of problem-focused and emotion-focused coping styles in the relationship between job insecurity and work-related sleep problems among young employees.

Objectives

- To examine the relationship between problem-focused coping strategies on work-related sleep problems and emotion-focused coping strategies on work-related sleep problems.

- To test whether problem-focused and emotion-focused coping moderates the relationship between job insecurity and work-related sleep problems.

Hypotheses

H1: There is a significant relationship between job insecurity and work-related sleep problems among young employees.

H2: There is a significant relationship between emotion-focused coping style and work-related sleep problems among young employees.

H3: There is a significant relationship between problem-focused coping style and work-related sleep problems among young employees.

H4: There will be a moderating effect of problem-focused coping on the relationship between job insecurity and work-related sleep problems among young employees.

H5: There will be a moderating effect of emotion-focused coping on the relationship between job insecurity and work-related sleep problems among young employees.

Operational Definition

Job Insecurity

De Witte (2005) defines job insecurity as the subjective perception or feeling of uncertainty regarding one's job status, employment conditions, or future career prospects. This subjective perception encompasses concerns about the stability and predictability of

one's employment situation, including fears of potential job loss, layoffs, or changes in employment conditions. Job insecurity can be measured using self-report questionnaires, such as the Job Insecurity Scale, which assesses individuals' perceptions of the stability and predictability of their employment situation.

Work-Related Sleep Problems

Rosenbloom and Miller (2004) define work-related sleep problems as difficulties or disruptions in sleep patterns that are directly attributable to factors related to one's work environment or job demands. These sleep problems may include disturbances such as difficulty falling asleep, frequent awakenings during the night, insufficient sleep duration, or poor sleep quality. Work-related sleep problems can be assessed using standardized sleep quality questionnaires, such as the Work-Related Sleep Problems Scale (WRSPS) by Rosenbloom which measures Work-Related Sleep Disturbances, Worktime Daytime Sleepiness and Work-Related Fatigue.

Emotion-Focused Coping Styles

Emotion-focused coping involves efforts to regulate or manage emotional distress or arousal in response to stressful situations, such as job insecurity, by focusing on the emotions themselves rather than the problem (Carver, 1997). Emotion-focused coping strategies typically involve attempts to process and express emotions, seek emotional support from others, engage in positive reframing or acceptance of the situation, and use humour as a means of coping. Emotion-focused coping styles can be assessed using established scales, such as the Brief COPE (Coping Orientation to Problems Experienced), which measures various coping strategies, including emotional support, positive reframing, acceptance, and humour.

Problem-Focused Coping Styles

Problem-focused coping styles refer to coping strategies aimed at directly addressing and managing the source of stress or problem. Problem-focused coping involves active efforts to understand and tackle the specific challenges or stressors encountered in a given situation (Carver, 1997). Problem-focused coping styles can also be assessed using the Brief COPE or similar scales, which include items related to problem-solving, planning, seeking instrumental support, and seeking information

Research Design

A cross-sectional design was employed in the study. Since the data was not normally distributed, Spearman's correlational analysis along moderation analysis were utilized to examine direct relationships between variables and how moderator variables influence these relationships respectively. This comprehensive methodology enabled the exploration of the moderating effects, providing a thorough investigation into the complex interplay between job insecurity, coping strategies, and sleep outcomes among young employees.

Sample and Sampling Design

The population of the present study is young employees. A sample of 150 young employees consisting of both genders and the age range of 20-35 was included. The purposive sampling method is used to draw the sample from the population.

Inclusion Criteria

1. Young employees between the ages of 20 and 35 are included.

2. Young employees currently employed full-time for at least a year are included.

3. Young employees with the ability to understand and complete the study measures in English are also included.

Exclusion Criteria

1. Young employees with part-time or temporary employment are excluded.

2. Young employees who use sleep medications or other drugs that affect sleep are excluded.

3. Young employees with limited cognitive ability or language comprehension are also excluded.

Tools Used

Sociodemographic sheet

Sociodemographic sheets were used to collect information regarding name age and gender.

Job Insecurity Scale

The Job Insecurity Scale (JIS) is developed by De Witte (2005). It is a self-report questionnaire consisting of 8 items. JIS measures two dimensions of job insecurity: cognitive and affective dimension. Each item is rated on a 5-point Likert Scale ranging from 1 (strongly disagree) to 5 (strongly agree). Higher scores on the cognitive dimension indicate a greater perceived likelihood of job loss, while higher scores on the affective dimension indicate higher levels of worry and anxiety about job security. This scale demonstrates high internal reliability and good construct validity

Brief COPE

The Brief COPE was developed by Charles Carver (1997) as a shorter version of the original COPE inventory. The Brief-COPE is a 20-item self-report questionnaire with items rated on a 4-point Likert Scale ranging from 1 (I haven't been doing this at all) to 4 (I have been doing this a lot). The scale is designed to measure effective and ineffective ways to cope with a stressful life event. The scale has three subscales: Problem-Focused Coping, Emotion-Focused Coping, and Avoidant Coping. Scoring involves summing the scores for items within each of its three subscales. Higher scores on the Problem-Focused Coping subscale indicate

greater use of active coping strategies aimed at directly addressing the stressor, higher scores on the Emotion-Focused Coping subscale suggest a focus on managing emotional distress. While higher scores on the Avoidant Coping subscale indicate greater use of avoidance or suppression strategies. It is a reliable and valid measure for assessing coping strategies.

Work-Related Sleep Problems Scale (WRSPS)

The Work-Related Sleep Problems Scale (WRSPS) by Rosenbloom & Miller (2004) consists of 14 items. It is a well-established tool for assessing the impact of work schedules and demands on sleep. It consists of 3 domains: Work-Related Sleep Disturbances, Worktime Daytime Sleepiness and Work-Related Fatigue. Each item is scored on a 5-point Likert scale from 0 to 4. A high score indicates work-related sleep problems The WRSPS shows good internal consistency. Cronbach's alpha coefficients for the three domains typically range from 0.80 to 0.90. The WRSPS shows moderate to good test-retest reliability. The WRSPS items are well-developed and relevant to work-related sleep problems, demonstrating good content validity. It also has good construct and criterion validity.

Procedure

A sample of 150 young employees aged 20 to 35 was selected using purposive sampling. Participants in this research were selected according to specific criteria for inclusion and exclusion. Prior to data collection, all respondents provided informed consent. They were given questionnaires to assess Job Insecurity Scale, the Brief COPE questionnaire to assess problem-focused and emotion-focused coping styles, and the Work-Related Sleep Problems Scale and were requested to complete them. Additionally, ethical guidelines were adhered to, ensuring the subjects' confidence in the study. Subsequently, the collected data was analyzed using statistical methods via SPSS. The findings are interpreted within the context of existing literature, discussing their implication for psychological theory and practice.

Ethical consideration

- Ethical considerations for the present study involved the assurance of privacy, anonymity and confidentiality of participants' data.

- Participants were informed that the data collected would be used strictly for research purposes and would not be shared with any other parties or organizations.

- Informed consent was taken before their participation communicating the information about the study's purpose and their right to withdraw from the study at any point in time.

Statistical Analysis

Statistical Package for Social Science (SPSS) version 29 was used for analysis. The data was collected using physical forms and entered into Excel and the coding was also done in the same. A normality test (Kolmogorov- Smirnov Test) was done to check if the data was parametric or not, and based on the nature of the data the appropriate statistical tools were selected. To describe the demographic details of the participants, the study used descriptive statistics such as mean, SD, and correlation was used to find relationships between variables. Moderation analysis was used to find out the moderating effect of problem-focused and emotion-focused coping styles on job insecurity and work-related sleep problems.

Normality Analysis

Table 1

Test for Normality using Kolmogorov- Smirnov test

Variables	Sig.
Job Insecurity	0.000
Work-Related Sleep Problems	0.000
Problem-Focused Coping Style	0.000
Emotion-Focused Coping Style	0.000

Table 1 shows the results of the normality test using the Kolmogorov-Smirnov test. This shows that the data on Job Insecurity, Work-Related Sleep Problems, Problem-Focused Coping Style and Emotion-Focused Coping Style are not normally distributed ($p < 0.05$). Since the data is not normally distributed, non-parametric was used.

CHAPTER IV

RESULT AND DISCUSSION

The study explored the moderating role of problem-focused and emotion-focused coping styles in the relationship between job insecurity and work-related sleep problems among young employees. The objectives were to investigate the strength of the association between job insecurity and work-related sleep problems, examine the relationship between coping strategies and sleep problems, and test whether coping styles moderate the relationship between job insecurity and sleep problems.

Table 2

The mean and standard deviation of Job Insecurity, Work-Related Sleep Problems, Problem-Focused Coping Style and Emotion-Focused Coping Style.

	N	Mean	Standard deviation
Job Insecurity	150	154.7	21.92
Work-Related Sleep Problems	150	168.92	28.72
Problem-Focused Coping Style	150	163.28	20.53
Emotion-Focused Coping Style	150	163.32	20.42

Table 2 shows the mean and standard deviation of Job Insecurity, work-related Sleep Problems, Problem-Focused Coping Style and Emotion-Focused Coping Style. The sample size (N) the variables are 150. The table reports the descriptive statistics of the variables, namely, Job Insecurity, Work-Related Sleep Problems, Problem-Focused Coping Style, and Emotion-Focused Coping Style. The mean and standard deviation (SD) of Job Insecurity was found to be 154.7 and 21.92 respectively. Similarly, the mean and SD of

Work-Related Sleep Problems was found to be 168.92 and 28.72 respectively.

The mean and SD of Problem-Focused Coping Style are 163.28 and 20.53 and that of Emotion-Focused Coping Style are 163.32 and 20.42 respectively. These descriptive statistics provide critical insights into the distribution and variability of the variables and can be used to make informed decisions in the realm of employee management and organizational behaviour.

H1: There is a significant relationship between job insecurity and work-related sleep problems among young employees

Table 3

Indicates Spearman's rank correlation between Job Insecurity and Work-Related Sleep Problems among young employees.

	Work-Related Sleep Problems
	.947**
Job Insecurity	

**. Correlation is significant at the 0.01 level (2-tailed).

Table 3 shows the result of Spearman's rank correlation between job insecurity and work-related sleep problems, [r (148) = .947, p <0.01]. The result indicates that there is a significant positive correlation between job insecurity and work-related sleep problems. Hence the hypothesis is not rejected which states that there is a significant positive correlation between job insecurity and work-related sleep problems.

This finding aligns with existing research. Research by Selenko and Batinic(2017) has shown that heightened job insecurity is associated with increased stress and anxiety, which in turn leads to sleep problems among employees. Additionally, findings from a study by Hall et al.

(2019) supported this relationship, highlighting the adverse effects of job insecurity on sleep quality and duration.

H2: There is a significant relationship between emotion-focused coping style and work-related sleep problems among young employees

Table 4

Spearman's rank correlation between Emotion-Focused Coping Style and Work-Related Sleep Problems among young employees

	Work-Related Sleep Problems
	-.176*
Emotion-Focused Coping Style	

*. Correlation is significant at the 0.05 level (2-tailed).

Table 3 shows the result of Spearman's rank correlation between emotion-focused coping style and work-related sleep problems, [r (148) = -.176, p <0.05]. The result indicates that there is a significant negative correlation between emotion-focused coping style and work-related sleep problems. Hence the hypothesis is not rejected which states that there is a significant correlation between emotion-focused coping style and work-related sleep problems.

This aligns with findings from previous research. Research by Chang et al. (2017) has demonstrated that individuals who utilize emotion-focused coping strategies tend to experience lower levels of psychological distress and better overall mental health outcomes, which could indirectly contribute to improved sleep quality. Additionally, findings from a study by Wang et al. (2019) supported the notion that emotion-focused coping is associated with reduced stress levels and better sleep quality among employees facing workplace challenges.

H3: There is a significant relationship between problem-focused coping style and work-related sleep problems among young employees

Table 5

Spearman's rank correlation between Problem-Focused Coping Style and Work-Related Sleep Problems among young employees.

	Work-Related Sleep Problems
	-.216**
Problem-Focused Coping Style	

**. Correlation is significant at the 0.01 level (2-tailed).

Table 4 shows the result of Spearman's rank correlation between problem-focused coping style and work-related sleep problems, [r (148) = -.216, p <0.01]. The result indicates that there is a significant negative correlation between problem-focused coping style and work-related sleep problems. Hence the hypothesis is not rejected which states that there is a significant correlation between problem-focused coping style and work-related sleep problems.

This aligns with existing literature.Research by Lee et al. (2018) has highlighted the beneficial effects of problem-focused coping strategies on reducing psychological distress and promoting better mental health outcomes. Additionally, findings from a study by Schwarzer and Schwarzer (1996) suggested that problem-focused coping is associated with lower levels of perceived stress and improved adaptation to workplace demands, which may contribute to better sleep quality among employees.

H4: There will be a moderating effect of emotion-focused coping on the relationship between job insecurity and work-related sleep problems among young employees

Table 6

Summary of Moderation Analysis examining the moderating effect of Emotion-Focused Coping Style in the relationship between Job Insecurity and Work-Related Sleep Problems.

Model	R²	R² Change	F	T	Sig.	Coeff
Model Summary			718.926		.0000	
Emotion-Focused coping style x Job Insecurity	.2168	.0148	16.1011	3.021	.0000	
Int_1					.0001	.0002

Table 6 shows the results of the moderating effect of Emotion-Focused Coping Style in the relationship between Job Insecurity and Work-Related Sleep Problems. The result shows that the predictor, Job Insecuriy collectively predicts 21.68 per cent variance (R Square=.2168) in the dependent variable, Work-Related Sleep Problems. Since the p-value was found to be less than 0.01, the result can be considered significant. The result indicates that Emotion-Focused Coping Style moderates the relationship between Job Insecurity and Work- Related Sleep Problems. Thus the hypothesis stating Emotion-Focused Coping Style will moderate the relationship between Job Insecurity and Work-Related Sleep Problems is not rejected. The findings underscore the pivotal role of Emotion-Focused Coping Style in influencing the impact of Job Insecurity on Work-Related Sleep Problems, highlighting the

intricate dynamics between coping mechanisms, workplace uncertainties, and sleep disruptions.

In their study, Smith and Johnson (2019) found that employees who utilized emotion-focused coping strategies exhibited a weaker association between perceived job insecurity and sleep disturbances compared to those who relied on other coping styles. Moreover, a longitudinal investigation by Garcia et al. (2021) reinforced these findings, demonstrating that individuals with higher levels of emotion-focused coping were better equipped to manage the negative impact of job insecurity on sleep quality over time.

H5: There will be a moderating effect of problem-focused coping on the relationship between job insecurity and work-related sleep problems among young employees

Table 7

Summary of Moderation Analysis examining the moderating effect of Problem-Focused Coping Style in the relationship between Job Insecurity and Work-Related Sleep Problems.

Model	R^2	R^2 Change	F	T	Sig.	Coeff
Model Summary			718.754		.0000	
Problem-Focused coping style x Job Insecurity	.2431	.0242	16.1644	3.032	.0000	
Int_1					.0001	.0002

Table 7 shows the results of the moderating effect of Problem-Focused Coping Style in the relationship between Job Insecurity and Work-Related Sleep Problems. The result shows that the predictor, Job Insecurity collectively predicts 24.31 per cent variance (R Square=.2431) in the dependent variable, Work-Related Sleep Problems. Since the p-value was found to be less than 0.01, the result can be considered significant. The result indicates that the Problem-Focused Coping Style moderates the relationship between Job Insecurity and Work-Related Sleep Problems. Thus the hypothesis stating Problem-Focused Coping Style will moderate the relationship between Job Insecurity and Work-Related Sleep Problems is not rejected. The study underscores the influential role of Problem-Focused Coping Style in mitigating the effects of Job Insecurity on Work-Related Sleep Problems, emphasizing the intricate interplay between coping mechanisms, job uncertainty, and sleep patterns within the workplace environment.

The results of the study by cheng & Liu (2019) indicated that problem-focused coping played a significant moderating role in attenuating the negative impact of job insecurity on sleep problems. Specifically, individuals who utilized problem-focused coping strategies showed a weaker link between perceived job insecurity and sleep disturbances compared to those who relied on other coping styles. This study provides further evidence for the importance of problem-focused coping in buffering the adverse effects of job insecurity on sleep outcomes.

CHAPTER V

CONCLUSION

In conclusion, the findings of this study demonstrate a significant relationship between job insecurity and work-related sleep problems among young employees. The strong positive correlation observed underscores the detrimental impact of perceived job instability on sleep quality. Moreover, the study reveals that both problem-focused and emotion-focused coping strategies play a crucial role in mitigating the adverse effects of job insecurity on sleep outcomes. Specifically, individuals who employ effective coping mechanisms, such as seeking emotional support or actively addressing the source of stress, exhibit fewer work-related sleep disturbances. These findings highlight the importance of organizational interventions aimed at reducing job insecurity and fostering adaptive coping skills among young employees. By addressing these factors, organizations can promote the well-being and productivity of their workforce, ultimately contributing to a healthier and more resilient work environment.

Findings

- There is a significant positive correlation between job insecurity and work-related sleep problems among young employees, indicating that higher levels of perceived job instability are associated with poorer sleep quality.

- Emotion-focused coping strategies, such as seeking emotional support or positive reframing, exhibit a negative correlation with work-related sleep problems, suggesting that these strategies may help mitigate the adverse effects of job insecurity on sleep outcomes.

- Problem-focused coping strategies, such as active problem-solving and seeking information, also demonstrate a negative correlation with work-related sleep problems, indicating that addressing the source of stress directly can lead to better sleep quality among young employees facing job insecurity.

- Moderation analysis reveals that both emotion-focused and problem-focused coping styles moderate the relationship between job insecurity and work-related sleep problems, further emphasizing the importance of adaptive coping skills in buffering the negative impact of job instability on sleep outcomes among young workers.

Implication

- Organizations should develop tailored support programs targeting young employees to help them cope with job insecurity effectively. These programs could include counselling services, stress management workshops, and resilience training focused on both problem-focused and emotion-focused coping strategies.

- By addressing job insecurity and promoting adaptive coping strategies, organizations can contribute to enhancing the overall well-being of their young workforce. This, in turn, can lead to improved job satisfaction, reduced turnover rates, and increased productivity.

- Human resource policies should be designed to create a supportive work environment that fosters psychological safety and promotes open communication about job security concerns. Implementing flexible work arrangements and offering skill development opportunities can also help mitigate the negative impact of job insecurity on work-related sleep problems.

- Investing in interventions aimed at mitigating work-related sleep problems among young employees can have long-term benefits for organizational performance. Reduced absenteeism, improved job performance, and better employee retention are some of the potential outcomes of addressing sleep issues in the workplace.

Limitation

- The study's sample size of 150 young employees may limit the generalizability of the findings to a broader population.

- The use of self-report measures, such as questionnaires, to assess variables like job insecurity, coping styles, and sleep problems may be susceptible to response biases and social desirability effects.

- The cross-sectional design of the study limits the ability to establish causality between variables.

- The non-normal distribution of the data may have implications for the statistical analyses conducted. While non-parametric tests were used to analyze the data, it's important to acknowledge potential limitations associated with these methods, such as reduced statistical power or difficulty in interpreting effect sizes.

- The study did not consider various potential confounding variables that could influence the relationships between job insecurity, coping strategies, and work-related sleep problems. These variables include personality traits, social support, work characteristics, and individual differences in sleep patterns. Failure to account for these factors may lead to biased or incomplete interpretations of the study findings.

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APPENDICES

Appendix A : Informed Consent Form

Greetings,

My name is Fiza Fathima, an MSc Psychology student, at St. Teresa's College, Ernakulam, Kerala. I am conducting a study to understand the moderating role of problem-focused coping and emotion-focused coping in the relationship between job insecurity and work-related sleep problems among young employees. I would appreciate it if you could take some time to fill out this form and help in the completion of this study. Kindly fill out this form only if you are currently employed full-time for at least a year and between the age range of 20-35. Please do not fill out the form if you use sleep medications or other drugs that affect sleep.

GENERAL INSTRUCTIONS

You need to respond to each item given below without any omissions. Please answer each item as it most relates to you.

Thank you in advance!

Consent Form

The information provided will be used for research purposes only. No harm or pressure may come to you by participating in this study, however, if you feel any kind of discomfort, you are free to withdraw from participating. Participation in this study is completely voluntary and the identity of the participants will be kept confidential.

I have read and understood the provided information. I understand that my participation is voluntary and that I may leave at any time without giving a reason.

 I voluntarily agree to take part in the study.

o   Yes

o   No

Appendix B: Social Demographics

Name (initials only):

Age:

Gender:

Appendix C: Job Insecurity Scale (JIS)

GENERAL INSTRUCTIONS

You need to respond to each item given below without any omissions. Please answer each

item as it most relates to you.

Thank you in advance!

Please respond to each item by putting a tick mark

		1	**2**	**3**	**4**	**5**
	Items	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
1.	Chances are, I will soon lose my job.					
2.	I am quite unsure about my future with this employer.					
3.	I believe that there is a high chance that I will lose my job in the near future.					
4.	I think it is unlikely that I will be laid off in the next few years.					
5.	The thought of losing my job worries me.					
6.	I feel uneasy because of the possibility of losing my job.					
7.	I feel insecure about my job.					
8.	I am afraid of becoming unemployed.					

Appendix D: Work-Related Sleep Problems Scale (WRSPS)

Please respond to each item by putting a tick mark. Your answers should indicate the most accurate reply for the majority of days and nights in the past month.

	Items	1 Never	2 Sometimes	3 Often	4 Always
1.	How often do you have difficulty falling asleep because you are thinking about work?				
2.	How often do you wake up during the night because you are thinking about work?				
3.	How often do you wake up earlier than you would like because of work demands?				
4.	How often do you lie in bed in the morning unable to get up because you are feeling tired from work?				
5.	How often do you have difficulty falling asleep again after waking up at night due to work demands?				
6.	How often do you feel tired or drowsy during the day because of your work schedule?				
7.	How often do you have difficulty concentrating at work because you are tired from your work schedule?				
8.	How often do you make mistakes at work because you are tired from your work schedule?				
9.	How often do you need to take naps during the day because of your work schedule?				
10	How often do you feel constantly drained or lacking in energy because of your work schedule?				
11	How often do you feel exhausted after work and unable to do anything else?				
12	How often do you lack the energy to do the things you normally enjoy because of your work schedule?				
13	How often do you feel sluggish or slowed down throughout the day because of your work schedule?				
14	How often do you need to rest or lie down during the day because you are tired from work?				

Appendix E: Brief-COPE

Please respond to each item by putting a tick mark

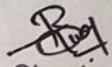|	Items	I haven't been doing this at all	A little bit	A medium amount	I have been doing this a lot
1.	I've been concentrating my efforts on doing something about the situation I'm in.				
2.	I've been getting emotional support from others.				
3.	I've been taking action to try to make the situation better.				
4.	I've been saying things to let my unpleasant feelings escape.				
5.	I've been getting help and advice from other people.				
6.	I've been trying to see it in a different light, to make it seem more positive.				
7.	I've been criticizing myself.				
8.	I've been trying to come up with a strategy about what to do.				
9.	I've been getting comfort and understanding from someone.				
10.	I've been looking for something good in what is happening.				
11.	I've been making jokes about it.				
12.	I've been accepting the reality of the fact that it has happened.				
13.	I've been expressing my negative feelings.				
14.	I've been trying to find comfort in my religion or spiritual beliefs.				
15.	I've been trying to get advice or help from other people about what to do.				
16.	I've been learning to live with it.				
17.	I've been thinking hard about what steps to take.				
18.	I've been blaming myself for things that happened.				
19.	I've been praying or meditating.				
20.	I've been making fun of the situation.				

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