

1. Title of the submission:  
Antecedents and consequences of job insecurity among Chinese employees in Hong Kong
2. Name of the author:  
Darius K-S. Chan
3. Affiliation:  
Psychology Department, The Chinese University of Hong Kong
4. Address:  
Psychology Department, The Chinese University of Hong Kong, Shatin, Hong Kong  
S.A.R., CHINA
5. Email address:  
[dchan@cuhk.edu.hk](mailto:dchan@cuhk.edu.hk)
6. Abstract:

Recent changes in the organizational reality have brought along new challenges to the working population worldwide, and employees in Hong Kong are no exception. The sense of job insecurity, as a result of downsizing, has been a research focus for organizational psychologists. In this paper, I will report a series of findings examining the antecedents and consequences of job insecurity among Chinese employees in Hong Kong. In one study, we examined the general prevalence and impact of job insecurity among Hong Kong Chinese. We also investigated the potential moderating effect of optimism on the impact of insecurity. Using a telephone survey, over 500 Chinese who were employed at the time of the study responded to a questionnaire measuring feeling of job insecurity, optimism level, job satisfaction, organizational commitment, general health conditions, and coping strategies. Consistent with research in the West, our results reveal that sense of insecurity was negatively associated with their health conditions and job attitudes. The insecure employees were also more likely to adopt passive coping. Interestingly, the negative impact of job insecurity on the optimists was less pronounced than on the pessimists, suggesting the moderating effect of optimism. In an ongoing study of over 200 employees, we attempted to identify antecedents of job insecurity. Preliminary results suggest that perceived job alternatives and whether someone they were close to had been laid off were two important correlates of job insecurity. Findings from these two studies provide both conceptual and applied implications for understanding job insecurity among Chinese employees in Hong Kong.