

Job insecurity and its cross-domain effect on family satisfaction. The role of employee's impaired affective well-being and detachment

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ABSTRACT

Labor market developments have important implications for employees' job stability. Job insecurity is a work stressor associated with a large variety of negative outcomes. Research has dedicated a great amount of effort to examine these detrimental consequences of job insecurity. However, previous studies have mainly focused on the outcomes inside the work domain, and little attention has been paid to the spillover effects of job insecurity on variables in other life domains of employees. Likewise, little is known about the processes linking job insecurity and spillover outcomes. In the present paper, a moderated mediation model is proposed to explain the relationship between job insecurity and family satisfaction. Data were gathered from 556 employees working in different Spanish organizations from the services sector. The results showed that job insecurity was directly and negatively associated with family satisfaction and affective well-being. However, the relationship between job insecurity and impaired affective well-being was moderated by psychological detachment. Job insecurity also affected family satisfaction indirectly via impaired affective well-being and contingent on psychological detachment.

Keywords

Job Insecurity – Family Satisfaction – Affective Well-being – Psychological Detachment