

Job Insecurity and Workplace Criminalities Among China Civil Engineering and Construction Corporations Employees Handling Iworo-Awori Road in Badagry, Lagos

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Abstract

The global economic meltdown impacts negatively on job security. The aftermath of job insecurity on employee are criminal acts like theft, vandalism, arson, kidnapping, assault, and battery. Therefore, this paper assesses Job Insecurity and Workplace Criminalities among China civil engineering and construction corporations' employees handling Iworo-Awori Road in Badagry Lagos State, Nigeria. The study adopted a quantitative research designs that is descriptive and cross-sectional in nature. Primary data were collected by administering 250 questionnaires on employees of Chinese Construction Companies handling Iworo-Ajido Road, and only 207 were returned. Therefore, the response rate was 82.8%, data were sourced secondarily through content analysis of edited textbooks, peer-reviewed journals, and online resources. It anchors on the strain theory by Robert King Melton and the conflict theory by Karl Marx. The sample size of the qualitative method was determined through a purposive sampling method. Findings revealed that 77.67% of the respondents were males while 16.50% were females, 5.83 % was non- response. In the test of hypothesis, the chi-square value 13.04 was greater than the table value of 8.08, hence the null hypothesis that there was no significant relationship between poor work conditions and employee involvement in criminal acts was rejected. This led to the acceptance of hypothesis that there is a significant relationship between poor work conditions and employee involvement in criminalities. The study recommends standardization of working conditions of construction workers in Nigeria through enabling laws and improvement of the general economic conditions in the country.

Keywords: job, insecurity, workplace, crimes, laws

1. Introduction

The global economic performance is not suitable enough to generate enough jobs for the teeming number of the unemployed. Unemployment is generating a number of economic misfortunes, one of the crises created is job insecurity. According to Palmer (2019), jobs insecurity is a situation of apprehension and anxiety over loss of a given job based on the prevailing conditions surround current job. As argued by Richter & Naswalk (2016) the global unemployment results in unbearable job cuts, especially in the private sector. As confirmed by the National Bureau of Statistics (NBS) sighted in Ojekunle (2019), over 33 million Nigeria suffered job loss as at the last quarter of 2018. The economic conditions have not been substantially improved going by the biting inflation trends occasioned by deficiency in the critical infrastructures like motorable roads, electric power supply, health and educational facilities. There has been astronomic rise in the number of graduates that are released into the labour markets consistently, this and others unsuitable socio-economic factors resulted in over-bloated labour market and rising unemployment in Nigeria and other parts of the world. There is no country without some traces of unemployment, how time response to avert undesirable

consequences like job insecurity. An employee who is suffering from job insecurity will be under pressure to commit workplace criminalities like theft of employer property, embezzlement of organizational property, vandalism and other violation of employment contracts. There are a number of studies that have been carried out on job insecurity and workplace criminalities; Lucky, Minai & Rahamn(2013) conducted a study on impact of job security on the organizational performance, Hasnain, Alam & Hassan (2014) investigated Job Security and Job Performance in Albanian, Akpan(2013) explored job security and job satisfaction as determinants of organizational commitment among university teachers in Cross Rivers State. To the best knowledge of the author no study has been carried out on the job insecurity and workplace criminalities in Nigeria. Hence, to fill the knowledge gap, this study investigates job insecurity and workplace criminalities among Chinese employees handling Iworo-Epe Road, in Badagry Lagos State. The following specific objectives will guide this study; to examine the causes of job insecurity, to assess the actions that constitute workplace crimes, to investigate solutions to job insecurity and workplace crimes.

2. Methods

The study adopted a quantitative research designs that is descriptive and cross-sectional in nature. Primary data were collected by administering 250 questionnaires on employees of Chinese Construction Companies handling Iworo-Ajido Road, and only 207 were returned. Therefore, the response rate was 82.8%, data were sourced secondarily through content analysis of edited textbooks, peer-reviewed journals, and online resources. It anchors on the strain theory by Robert King Melton and the conflict theory by Karl Marx. The sample size of the qualitative method was determined through a purposive sampling method. Findings revealed that 77.67% of the respondents were males while 16.50% were females, 5.83 % was non- response. In the test of hypothesis, the chi-square value 13.04 was greater than the table value of 8.08, hence the null hypothesis that there was no significant relationship between poor work conditions and employee involvement in criminal acts was rejected. This led to the acceptance of hypothesis that there is a significant relationship between poor work conditions and employee involvement in criminalities. In the qualitative research, the following concepts were explored; meanings of job insecurity, types of job insecurity, causes of job insecurity, workplace crimes and solutions to job insecurity and workplace crimes.

2.1 The Concept of Job Insecurity

There is no acceptable definition of job insecurity, as defined by Lucky, Minai, & Rahman (2013) is a situation of having perpetual fear of losing one`s job. There many circumstances that warrant harboring the fear of losing one`s job. As explained by in 2018, job insecurity is a psychological response to negative trends in the labour market. In the real life situations, job insecurity is the perpetual and pathological apprehension about one`s job situation (Huang, Zhao, Niu, Ashford & Lee,2013) The concept of job insecurity has been existing for ages, the world economic development has experiences ups and downs, and these have impacts on the labour market and availability of job in term of demand and supply mechanisms in the labor market (Briggs, Brown & Brough, 2017; Chaonara, 2019).

2.2 Types of Job Insecurity

2.2.1 Cognitive Job Insecurity

As explained by Hassan & Shabannia (2018) this has to do with the number of intellectual awareness as a result of the negative happenings in the industry or related industry where one

works. Through print and electronic media, an employee is fully aware of the current trends in the industry and its implications on the his or her current job role is a social structure as a result of this social consciousness an employee responds accordingly to his or her employer in either positive and negative manners (Brous, 2018; Yashoglow, Karagulle & Barun, 2013).

Psychological Job Insecurity. As explained by Akpan (2013) this is type of job insecurity that results from the happenings in one's workplace. In this regard, the development leads to the development of mental construct in response to the recent events in one's place of work (Daud, 2017).

2.2.2 Causes of Job Insecurity

Economic Instability. As argued by Ojedokun (2008) one major factor that is responsible for job insecurity is the economic failure. The management of economic in terms of provision of conducive operation environment for industries, small and medium scale enterprises. When positive economic indices prevail, the economic environment will be conducive to investors and this expands business expansion and attraction of addition. This creates opportunities for recruitment of more hands and improved welfare for the existing workforce (Hyman, 2019).

Pervasive Corruption. In a society where corruption and other unethical acts prevail in social structure. This negative social practices extend to workplaces and employers of labour become more skeptical about the integrity of the workforce (Luck, Minai & Rahman, 2013).

Nature of Employment. In private entities, the rate of job insecurity is higher than the public employment. Most employers in the organized private sector (Kallerberg, 2011). In Nigeria, one advantage of public employment or private job is job security. An employer of labour in private sector assesses the average cost and average revenue of every individual employee in determining their net profits. In private sector, employers' frown at the poor average output by an individual worker. So, any reduction in the demand for the company's products and service, the workers will respond appropriately (Otterbach & Sousa, -posa, 2018).

Management Style. The reactions of management to unfavorable market conditions is a direct link with the management style. Autocratic management will take advantage of unsuitable business environment to dismiss employees. While democratic and laissez faire leadership will exercise restraint in the event of recession (Estrada, 2010; Pugh, 2016).

Personal Attributes of Employee. The personal characters which an employee demonstrates to her or her jobs determine the level of job security. For instance, work related attributes like commitment, punctuality, ability to meet the targets. As demonstrated by Rasmussen (2012) an employee that demonstrates these attributes may be excluded from the staff restructuring process. While an employee that exhibits negative profile may be laid off (Esuh, Ossai-Igwe, Mohd and Hamzah, 2013).

Disaster: This is a situation that leads to loss of lives, has capacity to lead to loss of life and property. In every emergency situation, there is the concerned of victims and rescuers or other people safety. One undesirable effects of emergency is dislocation of social and economic activities. The industries are threatened by the emergencies therefore lead to shutting down of economic activities. The current health emergencies that threatens global peace and security is one emergency corona virus also called COVID-19. According to the World Health Organization (WHO, 2020) over one million lives have been lost to the pandemic. One aspect of the pandemic that threaten global job security is the lockdown. This is a situation where economic and social activities were put on hold. As a result of this action many companies were

closed down, workers were subjected to half-pay and some were laid-off completely. Another type of disaster that brings about job insecurity is natural disasters like flood, hurricane, rainstorm and mudslide. In the Northern Nigeria many hectares of rice and other agricultural plantations have been washed away by flood, rainstorms have destroyed farmers houses thereby compounding farmers problems. According to the Federal Ministry of Agriculture (2020), over three thousand people who depend on farming as source of livelihood have lost their jobs.

Weak Political Will. One of the causes of unemployment is infirm commitment of the political class to engage people in the areas of infrastructural development like motorable roads, power supply, security of lives, property and investment. The provision of these critical infrastructures will assist in the entrepreneurship commitment of the people.

Workplace Crimes. As noted by Adewale (2015) and also in Sarah & Uggen (2013) workplace crimes are the actions that violate the formal rules and regulations an organization and as well as the in which an organization exists. As buttressed by Elias (2013) and supported by Brous,(2018) the following are among the workplace crimes

Theft. Taking the property of employers by employees is one of the criminal acts perpetrated by the employees. This crime is rampant among employees in the manufacturing companies. There are instances where employee took their employers property. Factory workers also perpetrate this act (Mustaine & Tewksbury, 2002 ;Gallie, Felstead, Green, 2016 ;Mustaine & Tewksbury, 2002).

Arson. This one of the crimes committed in the workplace, many workers conspire with others to sey theor employer's property ablaze. Some engage in this acts to frustrate investigate of sharp practices (Wheelman &. Byleveld 2013 ; Wilkinsson, 2001).

Vandalism. Destruction of company property is another criminal acts by employees. This could be individual or collective actions, however, all stakeholders suffer at the end (Higgins, Clevenger, Navorro & Marum, 2018;Xu, Hanson, Large, Starkop, Westerland, Madson ,Regulies Penttty, Stanholm & Vahtera, 2018).

2.3 Solutions to Job Insecurity and Workplace Crimes

As noted by Yoon,Oh, Kim (2018) provision of enabling environment for business to thrive; when the operating business environment s viable and conducive, there will be more investments and diversification of the business and business operators this will results in greater productivity and surplus net profits that will be channeled to improving the well-beings of employees. There should be more emphasis on workplace democracy, this gives employees a sense of belonging and avenue to assimilate their views and ensure proper incorporation in the scheme of things. (Ugwu & Asogwa ,2015; Estrada, 2010).

Test of Hypothesis:

Based on the literature review and introduction, the following hypotheses will be tested;

Alternative Hypothesis

H₁: There is a significance relationship between job insecurity and national security

Null Hypothesis

H₀: There is no significant relationship between job insecurity and national security

Theoretical Framework

To shed more light on the subject, betrayal theory by Jennifer Freyd, according to this theory sighted in Gaglon (2017), human beings who are entrusted with positions of authority acted contrarily to the trusts that were imposed on them. The workers who commit workplace crimes betrayed the confidence their employers impose on them. The problem may also be viewed based on the Jennifer submission as the betrayal by the constituted authority to provide enabling environment for economy development. When government and concerned private sectors provide workable environment for investments. This leads to lapses in the critical infrastructures like motorable roads, water supply, electricity supply, pipe-born water, security and other means of creating enabling environment for people to maximize their potentials. In the construction industries, the inability of employers of labor to provide decent work environment leads to deviance. The situation is worsened by the harsh working conditions like poor remuneration, poor equipment, lack of defined or formal work relations are some of the predictors of deviance in construction industry. Under normal circumstances, employees have no moral or legal rights to engage in deviance. However, studies have shown that harsh conditions like poverty, poor remuneration, poor social safety net are compelling factors for deviance. Irrespective of the work relations, have no basis to engage in deviance. The reliance on government as the source of Another theory is conflict theory by Karl Marx, every work relation comprises two contradictory social relations, the employers of labour wants to maximizes profits at the expense of welfare of employees. This cumulates into conflict of interests which eventually undermine the vision and mission of the organization (Omer & Jabeen, 2016). The propensity of employers of labor to maximize gains at the expense of deprived workforce is one of the factors that is responsible of deviance in workplaces. In the theory of alienation propounded by Karl Marx, workers under capitalists suffer from different means of isolation from the products their labor. One is isolation from the chains of production processes. In this regard, as a result of specialization and division of labour brought by modernization workers are exempted all the production processes. Hence, they could not lay claims to be the producer of a particular products. The second form of alienation as market segregation. In this regard, workers became separated from the products they facilitated. When products get to the market, workers have to part with something in terms of money to be granted access to them.

3. Results

Table 1. Socio-demographic characteristics of the respondents

S/N	Socio-demographic characteristics		N	%
1	Sex	Male	160	77.67
		Female	34	16.50
		No Response	12	5.83
		Total	206	100.0
2	Age(Years)	18—28	63	30.58
		29—39	107	51.94

		40—50	18	8.77
		51—61	5	2.43
		No Response	13	6.31
			206	100.0
3	Educational Status	Non Formal Education	9	4.37
		First School Leaving Certificate	21	10.19
		WASCE/ SSCE	116	56.31
		First Degree	40	19.42
		Postgraduate	8	3.88
		No Response	12	5.83
	Total		206	100
4	Mode of Employment			
		Casual	187	90.78
		Permanent Staff	11	5.34
		No Response	8	3.88
	Total		206	100
5	Monthly Income (#)			
		Below #50,000	65	31.55
		#50,001--- #70,001	114	55.34
		#70,002-- #90,002	10	4.85
		#90,003--#110,003	8	3.88
		Above #110,003	6	2.92
		Response	3	1.46
	Total		206	100

6.	Married Status		
	Married	64	31.07
	Single	101	49.03
	Divorced	23	11.17
	Separated	7	3.04
	No Response	11	5.34
	Total	206	100

Source: Filed Survey, 2018

Table 2. What are the causes of job insecurity?

S/N	Cause of Job Insecurity	N	%
	Limited of Job opportunities	12	5.83
	Government Irresponsibility	28	13.59
	Low level of capital for Investment	91	44.17
	Relative Poverty	43	20.87
	Mismanagement of Resources	13	6.31
	Low Level	19	9.22
	Total	206	100

Source: Field Survey, 2018

Table 3. What are the workplace deviances known to you?

S/N	Workplace Crimes	N	%
	Theft	172	83.45
	Arson	8	3.88
	Sexual harassment	3	1.46
	Financial Mismanagement	5	2.42
	Vandalism	18	8.73
	Total	206	100

Source: Field Survey, 2018

Table 4. What are the solutions to workplace crimes?

S/N	Solutions to Workplace Crime	N	%
	Good government policy	27	13.11
	Improved remuneration	31	15.04
	Conducive economic environment	92	44.67
	Provision of social capital	56	27.18
Total		206	100

Source: Field Survey, 2018

Table 5. Hypothesis Testing

Categories of Responses	Frequency	Percentage	X ² value	Degree of Freedom	Critical Value	Remark
Agree	105	50.97				
Disagree	68	33.01				
Undecided	33	16.02	13.04	5	8.08	Significant
Total	206	100				

Source: Field Survey, 2018

4. Discussions

From table 1, 77.67% of the respondents were males, 34% were females, the road constructed job in male-dominated. As results of the need for the men to cater for the family and the rigor involved in the job. As par the ages of the respondents, 51.94% of the respondents fell in the age bracket (29—39) years, 30.58% felt within the age bracket (18-28) years. These groups of employees are energetic and rigorous to offer the demand of construction work. As far as the educational attainment. 56.31%v of the respondents had Secondary School Living Certificates they could lured into criminalities, the mode of employment, indicated that 90.78% were casual staff this could be responsible for their low allegiance and commitment to the organizational goals and mission, 31.55% of the respondents earned below ₦50,000=00 and 55.34% received between ₦70,002 and ₦90,002 as their monthly income, coupling with their mode of employment and wide-spread poverty in the land, 49.03% of the respondents were married, 49.03% of the respondents were single with less responsibilities in terms of dependents this could prompt them into violating workplace ethics. From Table 2, 44,7% of the respondents were of the views that low level of capital investment is responsible for job insecurity., 20.87% attributed job insecurity to relative poverty. From Table 3, 83.45% of the respondents supported the views that theft is the commonest deviance in the study area, followed by vandalism; these

criminalities undermine the efficiency of an organization. Poor staff remuneration has been established as the rationale. From table 4, 44.67% of the respondents offered conducive economic environment as solutions to job insecurity and workplace crimes, 27.18% advanced provision of social capital as the answer to workplace crimes. As mentioned earlier, the Null hypothesis was, "There is no relationship between job insecurity and workplace crimes". From Table 5, the calculated chi-square value of 13.04, with 5 degrees of freedom was far more than the table value of 8.08, at 5% (0.005) level of significance hence, the alternative hypothesis is here accepted and the null hypothesis is rejected, therefore, there is relationship between job insecurity and workplace crimes

5. Conclusion

Job insecurity has negative impacts on the organization, from findings one of its negative effects is workplace crimes, workplace crimes have been established to as major obstacles to the organizational process and sustainability. Without efficient and sustainable organizations, the social vices will be order of the day. There is need to focus on the social-economic factors that creates and consolidates job security for the reduction in workplace crimes if they could not be eradicated. This study will lead to the provision of information that will be useful to employees, employers of labour, labour unions, Ministry of Labour and Productivity, International Labour Organization, non-governmental organizations and researchers in the field of employment relations and job security.

Based on the findings, there is to lay more emphasis on implementation of government programmers and policies as regard employment of labour. The welfare of employees should be enhanced to discourage commission of crimes, more emphasis should be laid on the provision of capital for industrial growth and development. Necessary and modern security should be installed to discourage theft, as finding revealed that theft ha the greatest frequency among other workplace crimes. Modern technology like closed circuit camera television, CCTV, adoption of fingerprints and online monitoring of chains of supply in an organization.

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