

Research Article

Integrating Physical, Cultural, and Psychological Factors in Understanding Employee Job Security: Ensuring Stability

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Abstract: Purpose: This study examines the interrelations among physical aspect of ensuring occupational health and safety, remuneration, job security, and organizational security culture in the oil refineries Kingdom of Saudi Arabia. However, this study used security culture and remuneration as mediators among the direct relationship path of physical aspect of ensuring occupational health and safety and job security. Method: This article pursues the research by using the methodology of structural equation modeling (SEM) through the STATA software. This study has collected from 266 employees working at oil refineries in Kingdom of Saudi Arabia. The scales used were adapted from previous studies for the validity of this quantitative research. Findings: The findings demonstrate a positive relation between physical aspect of ensuring occupational health & safety and job security. Furthermore, organizational security culture and remuneration served as significant mediators in this relationship, providing a deeper insight into employees' perception of job security. Implications/Originality: This research fills the gap in the existing literature by studying diverse dynamics of job security and formulating strategic occupational health and security for good. This research's uniqueness lies in the oil refineries context of the Kingdom of Saudi Arabia. The results not only have theoretical implications for future research but also have a practical call for organizational policies to provide a better and more supportive work environment.

Keywords: Occupational Health and Safety, Security Culture, Rumination, Job Security, Oil Refineries..

1. Introduction.

The factors impacting employee job security have attracted a lot of interest in the management and organizational psychology literature of recent years because of the importance of this topic to workplace efficiency, happiness, and output. According to Elshaer [1], job security is the conviction that one will be employed for the foreseeable future in a company. It is a complex concept influenced by a range of biological, social, and psychological elements [2]. The impact of working conditions, particularly those pertaining to occupational health and safety (OHS), on employees' perception of job security is a significant subject that is gaining increasing recognition in this area of study [3]. Occupational health and safety refers to the set of workplace policies, practices, and procedures that aim to safeguard employees from potential hazards in the workplace and enhance their overall physical well-being [4].

Extensive research [5, 6] has been conducted on the direct impact of OHS measures on employee health and safety outcomes. However, there has been comparatively less focus on the potential effects of these measures on job security. Several studies have investigated the association

between measures of occupational health and safety (OHS) and employment opportunities [7, 8]. The findings from these study has illuminated the complex professional dynamics. Yu, et al. [9] found that occupational health and safety (OHS) norms in different industries affect employee perception of job security. According to Xie, et al. [10] findings, job security perceptions and OHS compliance are strongly correlated. Dekhkonova [11] found that companies that prioritize workplace health and safety offer more job security. These findings are in line with previous work of Jiang, et al. [12]. The findings emphasize the importance of workplace safety conditions when assessing employee safety. By studying the relationship between occupational health and safety protocols and job security, more is known. Williams and Murphy [13] examined how safety training affects job security. The study found that safety training reduces turnover and increases loyalty. These factors improve workplace safety. Tuan [14] examined employee job security perceptions in relation to workplace ergonomics. All of these works and Lee, et al. [15] work found that higher job satisfaction in workplaces is enhanced because of organizations safety culture.

However, there are still gaps in the comprehension of occupational health and safety and job security, even though a

significant amount of research [16, 17] has been done in this area. Addressing the lack of information on the mediation processes in this particular association is of utmost importance [18]. Occupational health and safety regulations and job stability have been the subject of previous research. However, the impact of workplace safety laws on employee safety perception has not been extensively studied [19]. Newman, et al. [20] found that a security culture may reduce the health and safety risks of job security. To understand the processes, more research is needed [21]. A previous study [22] examined OHS rules' impact on job security without considering organizational factors like security culture. Asim, et al. [23] found that security culture can influence job security perceptions. The effects of company culture and practices on occupational health and safety laws, job security, and related topics need further study. Previous studies have a narrow scope, making it difficult to apply their findings to different organizations [24]. According to Jiang, et al. [12], future research should extend these past results in diverse organizational contexts to validate and implement findings. Filling gaps in the research can help us understand how OHS measures affect job security.

The present study aims to examine the impact of security culture on the correlation between occupational health and safety measures and job security. An analysis of the association is conducted by utilizing the work demands-resources model [25] and social exchange theory [26]. The present study aims to examine the impact of organizational policies and cultural norms on employees' perceptions of job security and workplace safety. An experimental analysis will be conducted to examine the influence of security culture on the relationship between OHS measures and job security. The objective of this study, which utilizes a combination of qualitative and quantitative methods, is to enhance existing theories and provide practical suggestions for the development of job security policies and practices within organizations.

2. Literature Review

Job security in the workplace has been the subject of a significant amount of research, drawing from a wide range of theoretical frameworks and empirical investigations. From an organizational behavior standpoint, Sætrevik, et al. [27] conducted an important research study in this area, examining the idea of job security and focusing on how organizational policies and practices affect employees' perceptions and experiences of security. This is the foundation upon which Dekhkonova [11] study investigates the ways in which technical advancements and globalization are impacting the nature of work relationships, with a focus on the ways in which these factors influence the stability of employment in modern labor markets. Researchers like Roczniewska and Richter [18] have broadened our knowledge of psychological contracts and how they shape workers' views of their own job stability and loyalty to their employer. The cultural aspect of job security was examined by Xie, et al. [10] in his seminal work on cultural concerns. This research provided important insight into the ways in which cultural values and conventions shape perspectives on workplace stability and unpredictability. In addition, Salvador, et al. [16] looked studied how layoffs and organizational restructuring affected workers' happiness and

sense of job security, shedding light on the complex relationship between people's internal feelings of safety and the exterior economic reality. When these components are considered [18], these findings provide a firm groundwork for future investigations into the interplay of cultural, psychological, and physical aspects in comprehending the job security of employees.

Management in the workplace must adhere to policies, procedures, and practices that protect employees from job dangers and promote their health and safety [6]. The second crucial factor is job stability, which may be defined as the certainty of continuing employment with a certain organization [7]. In addition to ensuring a steady income, it shields workers from the threat of termination or layoff [9]. A worker's physical working conditions impact their job security for the reasons stated above. Occupational health and safety has been proved time and time again to impact people's perceptions of their job security. Xie, et al. [10] state that effective OHS programs boost job security. According to Tuan [14], workers are more likely to feel confident if they experience safety and support at work. According to Salvador, et al. [16], OHS expenditures increase organizational commitment and job security for employees. According to research by Roczniewska and Richter [18], there is a connection between job security and physical workplace safety. Organizations with strong OHS cultures also have lower staff turnover and greater employee retention rates. Drawing from prior studies [19, 22], this research contend that workers' views of job security are significantly influenced by the physical component of occupational health and safety. This research expects that businesses that support OHS initiatives will increase employee job security based on the positive connections that have been demonstrated between OHS measures and job security [24]. Compared to workers in hazardous settings, employees in safe workplaces with the necessary OHS precautions are more likely to feel secure in their jobs [4]. As a reflection of OHS's role in promoting a stable and secure workplace, we expect a favorable association between physical workplace safety measures and employee perceptions of job security [8].

H1. *The physical aspect of ensuring occupational health and safety significantly influences the job security of employees.*

There has been extensive research on employee views on job security and company security culture. According to Dekhkonova [11], job security is higher in firms with a strong security culture that stresses safety, trust, and communication. Williams and Murphy [13] research found that employees in positive security cultures were happier and less inclined to leave their jobs. According to Lee, et al. [15], a positive security culture reduces job insecurity while increasing organizational support. These findings imply that security culture has a major influence on employees' views of job security. Based on past research [17], authors believe security culture has a major impact on employee job security. Drawing on the work of Jackson and Newman, et al. [20], this research argue that firms with a strong security culture—one characterized by safety, trust, and communication will experience an increase in job security. People in particular should feel safer at work if they believe their firms have a supportive security culture [21]. It is

proposed that there would be a positive association between a security culture and employees' perceptions on job security [23], emphasizing the importance of organizational principles and procedures in building a stable and confident work environment.

H2. Security culture significantly influences the job security of employees.

A prior empirical study discovered that the relationship between physical OHS and employment prospects is influenced by safety culture. Jiang, et al. [12] discovered that security culture mediates this association. Alcover, et al. [26] found that companies with strong security cultures directly affected workers' views of job security, moderating the relationship between OHS and job security. A strong security culture increased employee job security, according to Sætrevik, et al. [27], even after adjusting for the direct advantages of OHS measures. These results highlight the significance of security culture in influencing workers' perceptions of their level of job security through physical OHS [25, 28]. This research hypothesizes that security culture has a major impact on the relationship between job security and physical occupational health and safety based on prior studies. Koen and van Bezouw [24] research suggests that companies with strong security cultures will enhance the positive effects of physical OHS measures on employees' perceptions of job security, based on the evidence that security culture mediates the relationship between OHS measures and job security [22, 29]. It is anticipated that security culture would affect how well OHS programs perform in terms of confidence and job security [7]. This research proposed and highlights the importance of organizational values and practices in influencing employees' views of workplace security, is that security culture will attenuate the relationship between physical OHS and job security.

H3. Security culture significantly mediates the relationship of physical aspect of ensuring occupational health and safety and job security of employees.

There has been considerable research conducted on the impact of rumination on employment prospects. Work insecurity and other consequences are predicted by rumination, which is defined as persistent and bothersome thoughts about unpleasant events or worries [13]. Researchers Yu, et al. [9] found that ruminating workers exhibit higher levels of insecurity. Lee, et al. [15] found a favorable correlation between job instability and overthinking work-related issues. According to Salvador, et al. [16], rumination exacerbates tension and anxiety associated to job security.

The findings emphasize the importance of rumination in influencing employees' views on job security. Previous research suggests that rumination has a notable impact on employee job security [20, 30]. Research conducted by Kim, et al. [22] have found a correlation between rumination and decreased employment stability. It is expected that engaging in excessive rumination will exacerbate job insecurity by increasing concerns and uncertainty regarding employment [6]. It is anticipated that there will be a negative correlation observed between rumination and job security, indicating that individuals' job security may be compromised due to persistent

negative thought patterns.

H4. Rumination significantly influences the job security of employees.

An empirical study discovered that the correlation between physical OHS and employment prospects might be influenced by ruminating [20]. Despite the lack of research on this mediation pathway, applicable concepts provide useful insights. Salvador, et al. [16] investigated the association between job stress and employment outcomes and how rumination influences it. Alcover, et al. [19] discovered that rumination could partially mitigate the association between job demands and emotional tiredness, suggesting that ongoing negative thought patterns worsen the negative impacts of stress on employees [22, 31]. Rumination moderated the association between psychological strain and workplace rudeness, according to Xie, et al. [10], demonstrating the effect of unfavorable work experiences on employee outcomes. Although these studies do not precisely examine how OHS measures affect job security through rumination, they do offer a framework for understanding the potential mediating effect of these measures in working settings and employee perceptions [7]. Based on similar research, we hypothesize that rumination has a significant impact on the link between work security and physical occupational health and safety. According to Roczniowska and Richter [18], rumination serves as a mediator between work-related stressors and employment outcomes, which suggests that occupational health and safety (OHS) policies may have an impact on employees' perceptions of their job security [4]. Workers who are exposed to insufficient OHS procedures are probably going to be more concerned about workplace safety, which could exacerbate precarious employment [6]. Thus, rumination will highlight the cognitive processes influencing workers' stability and sense of security in their professions, partially mitigating the association between physical OHS and job security.

H5. Rumination significantly mediates the relationship of physical aspect of ensuring occupational health and safety and job security of employees.

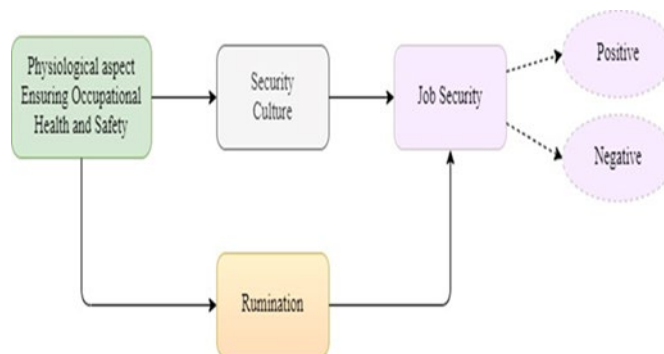


Figure 1: Theoretical Model

3. Methodology

The study involved a sample of 266 employees of oil refineries, practicing and residing in the Kingdom of Saudi Arabia. Oil refineries were intentionally used as a base because of their role in the economy and being crucial to

occupational health and security settings. The sampling technique used was stratified random sampling, to ensure every sort of employee ranging from front-line to managerial position is being used for participation. The participants were from diverse backgrounds, from small sector to larger sector, to provide a complete understanding of the relation of remuneration, job security, and physical factors of occupational health and security. All the scales chosen ensured to be used in the ethical context of Saudi Arabia. Physiological aspect ensuring occupational health and safety was measure on ten items scale of Youssef [32]. To measure security culture this study adopted a five items scale from the work of Amini, et al. [33]. Rumination was measured on five items scale of Stoyanova [34]. The scale for job security was adopted from the study of Barnard [35]. The scale was based on nine items (five for positive and four for negative). This article pursues the research by using the methodology of structural equation modeling (SEM) with STATA-SEM, so simultaneously varied relations can be studied in terms of job security. By using STATA-SEM, this study aims to find out the mediating role of remuneration, in physical factors warranting occupational health and security and job security. Before this measurement, the data was run through multicollinearity, normality, and outliers. Bootstrapping was used to find out the indirect effect providing mediation hypotheses accurately. A structured survey was used to collect data from participants. The scales measured physical factors warranting occupational health and security, remuneration, job security, and organizational security culture. The reliability and standardization of the data collection methods were ensured by experts, which were conducted electronically. This study is exceptional in its ethical terms by taking the consent of participants as well the adapted scales make it reliable and valid.

4. Results

The Cronbach's Alpha results from table 1, has shown the measurement tools' reliability and internal consistency. Cronbach's Alpha for the "Rumination" scale, which measures how often and how long people think about work, is 0.763, which means it has a high level of internal consistency. Cronbach's Alpha (0.832) showed that the "Security culture" scale reliably and correctly measured how people in a company

think about and act on security. Cronbach's Alpha shows that "the physical aspect of ensuring occupational health and safety" has a level that stays the same at 0.848. This shows that the scale is a good way to find out how workers really feel about how safe their workplace is. The concept of "Job security" has a high level of internal consistency, as shown by a Cronbach's Alpha coefficient of 0.834. This backs up what the subjects said about how stable their job was. All of the tools used in the study have strong Cronbach's Alpha scores, which means they are very reliable. This sets the stage for a study that will use structural equation modeling to look into the connections between job security, rumination, and physical safety at work in Saudi Arabian oil facilities. The study's tools are relatively stable, as shown by their high Cronbach's Alpha values. This means we can be sure of their consistency. If we use these reliable tools, we can create a structural equation modeling study that looks into the links between ruminating, security culture, the physical part of OSHA, and job security in oil plants in Saudi Arabia.

Table 1: Cronbach's Alpha

Variable	Cronbach's Alpha
Rumination	0.763
Security culture	0.832
The physical aspect of ensuring occupational health and safety	0.848
Job security	0.834

Figure 2 shows the results of the tests for Composite Reliability (CR) and Average Variance Extracted (AVE). These results show that the measuring scales are true and correct. For the "Rumination" variable, a value of 0.725 for Composite reliability is greater than the minimum value of 0.7. This shows that the scale is accurate and stable. With an Average Variance Extracted of 0.600, we are well above the 0.5 level that should be used. The convergent validity of the concept is supported by the fact that the rumination components seem to be able to explain a lot of variation. The "security culture" had a Composite Reliability of 0.851, which is too high. If the items have strong convergent validity (AVE = 0.543 for security culture), it means that they correctly measure the same thing.

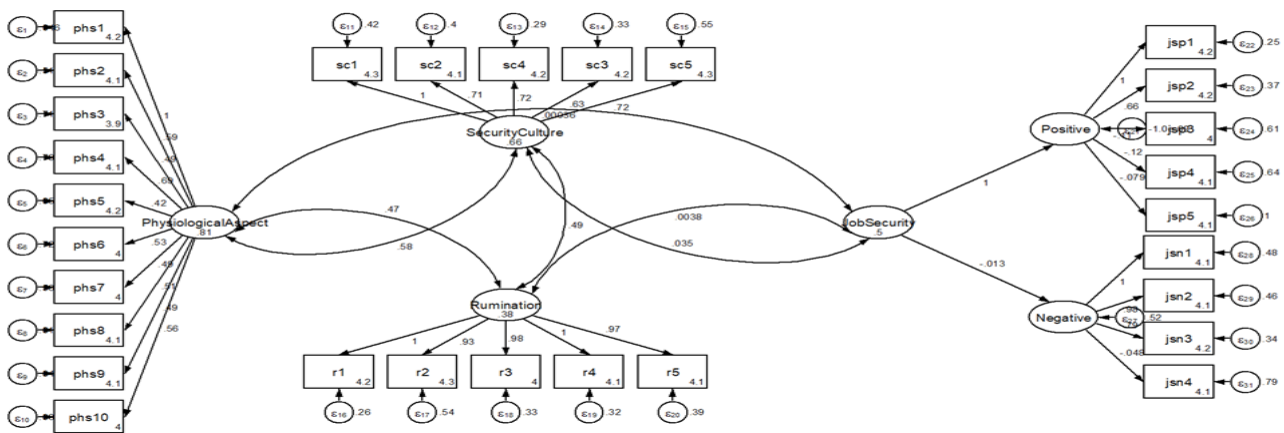


Figure 2: Estimated Model.

The " physical aspect of ensuring occupational health and safety" scale showed convergent validity, as shown by Composite Reliability = 0.794 and Average Variance Extracted (AVE) = 0.525. Finally, the "Job security" measure got a good AVE of 0.565 and a Composite Reliability of 0.871, which shows that the scale is valid and follows its own rules.

These statistical analysis and comprehensive data

validation, the findings shown in table 2 contain the many of the measuring methods that utilize the structural equation modeling study.

The study is true and trustworthy because it looks at the complicated connections between ruminating, security culture, the physical side of health and safety at work, and job security in oil refineries in Saudi Arabia.

Table 2: Validity and Reliability confirmation

Variable	Composite Reliability	Average Variance Extracted (AVE)
Rumination	0.725	0.600
Security culture	0.851	0.543
The physical aspect of ensuring occupational health and safety	0.794	0.525
Job security	0.871	0.565

Table three shows the results of Confirmatory factor analysis (CFA) that provides conclusive evidence of the employed model that measures the factors expressing accuracy and validity in the study. With the normalized factor loadings (OIM Coef.), you can find the standard error, z-value, p-value, and 95% confidence interval for each indicator item in factors of latent construct. Similarly, for "Security culture" (SC), "The physical aspect of ensuring occupational health and safety" (PAHS), "Job security perception" (JSP), and "Job security need" (JSN), the factor loadings are consistently

positive and statistically significant, indicating the reliability and validity of the measurement model. The constrained factor loadings for the first item in each latent construct are set to 1, serving as a reference point for comparison. The CFA results provide evidence for the adequacy of the measurement model, supporting the subsequent structural equation modeling analysis in examining the relationships between rumination, security culture, the physical aspect of ensuring occupational health and safety, and job security among employees in oil refineries within the Kingdom of Saudi Arabia.

Table 3: Confirmatory Factor Analysis

Measurement	OIM Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
R1	1	(constrained)				
R2	0.748	0.069	10.657	0.000	0.613	0.884
R3	0.550	0.062	8.789	0.000	0.430	0.671
R4	0.610	0.063	8.997	0.000	0.486	0.735
R5	0.876	0.080	10.746	0.000	0.719	0.837
SC1	1	(constrained)				
SC2	0.321	0.064	4.935	0.000	0.196	0.446
SC3	0.811	0.076	11.447	0.002	0.668	0.823
SC4	0.852	0.080	12.034	0.002	0.702	0.865
SC5	0.599	0.064	9.261	0.000	0.474	0.723
PAHS1	1	(constrained)				
PAHS2	0.793	0.064	12.122	0.000	0.667	0.919
PAHS3	0.710	0.083	8.416	0.000	0.548	0.873
PAHS4	0.833	0.076	10.222	0.000	0.684	0.796
PAHS5	0.896	0.070	12.565	0.000	0.758	0.836
PAHS6	0.878	0.057	15.101	0.000	0.766	0.794
PAHS7	0.761	0.062	11.625	0.000	0.640	0.882
PAHS8	0.833	0.059	13.359	0.000	0.718	0.760
PAHS9	0.738	0.070	13.859	0.000	0.693	0.892
PAHS10	0.854	0.062	12.841	0.000	0.732	0.789
JSP1	1	(constrained)				
JSP2	0.759	0.065	11.021	0.000	0.631	0.886
JSP3	0.859	0.067	12.049	0.000	0.727	0.802
JSP4	0.720	0.065	10.371	0.000	0.592	0.849
JSP5	0.791	0.065	11.436	0.000	0.663	0.919
JSN1	1	(constrained)				
JSN2	0.811	0.064	12.011	0.000	0.686	0.936
JSN3	0.679	0.058	10.942	0.000	0.566	0.793
JSN4	0.785	0.065	11.344	0.000	0.658	0.911

Table 4 presents the Measurement Items Fitness Statistics, providing insight into the goodness-of-fit for each

indicator item within the latent constructs. The Original Sample column displays the factor loadings, indicating the strength and

appropriateness of each item in representing its respective latent variable. The factors R1-R5 of "Rumination" have high loadings (0.709-0.824), which means they accurately describe the construct. With significant factor loadings ranging from 0.787 to 0.935, the "security culture" measures (SC1-SC5) show that the measurement model is valid and reliable. The factor loadings for the PAHS items are very different. However, PAHS2, PAHS3, PAHS4, PAHS5, PAHS6, and PAHS7 all have strong relationships and add to the total construct fitness.

Finally, the "Job security perception" (JSP) and "Job security need" (JSN) indicators have enough factor loadings to show that they can be used to measure job security. Based on the fitness data shown in Table 4, the items that were evaluated do a good job of representing the ideas they stand for. So, we know for sure that the method for measuring is true and can be used for future research on the thinking, safety habits, physical safety and health at work, and stable employment of Saudi oil refinery workers.

Table 4: Measurement Items Fitness Statistics

Variable	Indicator	Original Sample
Rumination	R1	0.805
	R2	0.796
	R3	0.709
	R4	0.766
	R5	0.824
Security culture	SC1	0.849
	SC2	0.874
	SC3	0.787
	SC4	0.935
	SC5	0.864
The physical aspect of ensuring occupational health and safety	PAHS1	0.581
	PAHS2	0.709
	PAHS3	0.915
	PAHS4	0.861
	PAHS5	0.895
	PAHS6	0.846
	PAHS7	0.814
	PAHS8	0.672
	PAHS9	0.613
	PAHS10	0.731
Job security	JSP1	0.786
	JSP2	0.828
	JSP3	0.850
	JSP4	0.770
	JSP5	0.658
	JSN1	0.650
	JSN2	0.577
	JSN3	0.565
JSN4	0.598	

Table 5 presents the Chi-square fit statistics, providing a comprehensive assessment of the model fit. The Likelihood Ratio, comparing the proposed model against the saturated model, yields a value of 13992.839, indicating the difference in fit between the two models. The associated p-value ($p > \chi^2$) of 0.001 suggests that there is a statistically significant difference, emphasizing the need to scrutinize the model's overall fit.

The $\chi^2_{bs}(2356)$, comparing the baseline model against the saturated model, results in a value of 11293.552 with a p-value of 0.000, further underlining the substantial difference in fit between the baseline and saturated models. While Chi-square statistics are sensitive to sample size, these fit indices collectively highlight potential areas for model refinement or adjustment. Researchers often supplement these statistics with additional fit indices, such as the Comparative Fit Index (CFI) or Root Mean Square Error of Approximation (RMSEA), for a more comprehensive evaluation of the model fit.

Table 5: Chi-square Fit statistics

Fit statistic	Value	Description
Likelihood ratio	13992.839	model vs. saturated
$p > \chi^2$	0.001	
$\chi^2_{bs}(2356)$	11293.552	baseline vs. saturated
$p > \chi^2$	0.000	

See Table 6 for the Model Goodness of Fit Statistics. This is where we compare the Saturated Model to the Estimated Model. Following the SRMR, we measure how well the model fits the data. The Saturated Model doesn't fit the data as well as the Estimated Model does (0.050 vs. 0.073). There are good things about both answers, but the comparison shows that the Estimated Model might need to be changed to match the Saturated Model's fit. Once the Standardized Root Mean Square Residual (SRMR) is kept as low as possible, the results show that the model accurately describes the data. This number informs us about how well the model matches the data,

along with the Comparative Fit Index (CFI) and the Root Mean Square Error of Approximation (RMSEA).

Table 6: Model Goodness of Fit Statistics

	Saturated Model	Estimated Model
SRMR	0.050	0.073

According to Table 7's R-squared statistics, the model provides a satisfactory explanation for all changes in the variables. For "Rumination," the R-square value of 0.605 indicates that 60.5% of the variability in rumination is accounted for by the specified model, highlighting a substantial explanatory power. Similarly, for "Security culture," the R-square value is 0.253, indicating that 25.3% of the variability in security culture is captured by the model. The variable "The physical aspect of ensuring occupational health and safety" demonstrates an R-square value of 0.558, denoting that 55.8% of the variability in employees' perceptions of the physical aspect of occupational health and safety is explained by the proposed model.

These R-square statistics provide valuable insights into the effectiveness of the model in explaining the variance in the selected variables, aiding in the assessment of the overall model's explanatory power. Researchers often interpret these values in conjunction with other fit indices to comprehensively

evaluate the model's performance in elucidating the relationships between rumination, security culture, the physical aspect of ensuring occupational health and safety, and job security among employees in oil refineries within the Kingdom of Saudi Arabia.

Table 7: R-square statistics

Variable	R Square
Rumination	0.605
Security culture	0.253
The physical aspect of ensuring occupational health and safety	0.558

Table 8 presents the results of the Direct Path Analysis, unveiling the significant direct paths between key variables in the model. The path coefficient for the direct influence of "The physical aspect of ensuring occupational health and safety" on "Job security" is 0.270, with a standard error of 0.098 and a z-value of 2.693, indicating a statistically significant positive relationship. How workers feel about the safety measures at work affects how stable they think their job is. That is a good thing because "security culture" and "job security" with yield a path coefficient of A safe 0.710, at workplace is strongly linked to a higher chance of keeping your job, according to statistical research.

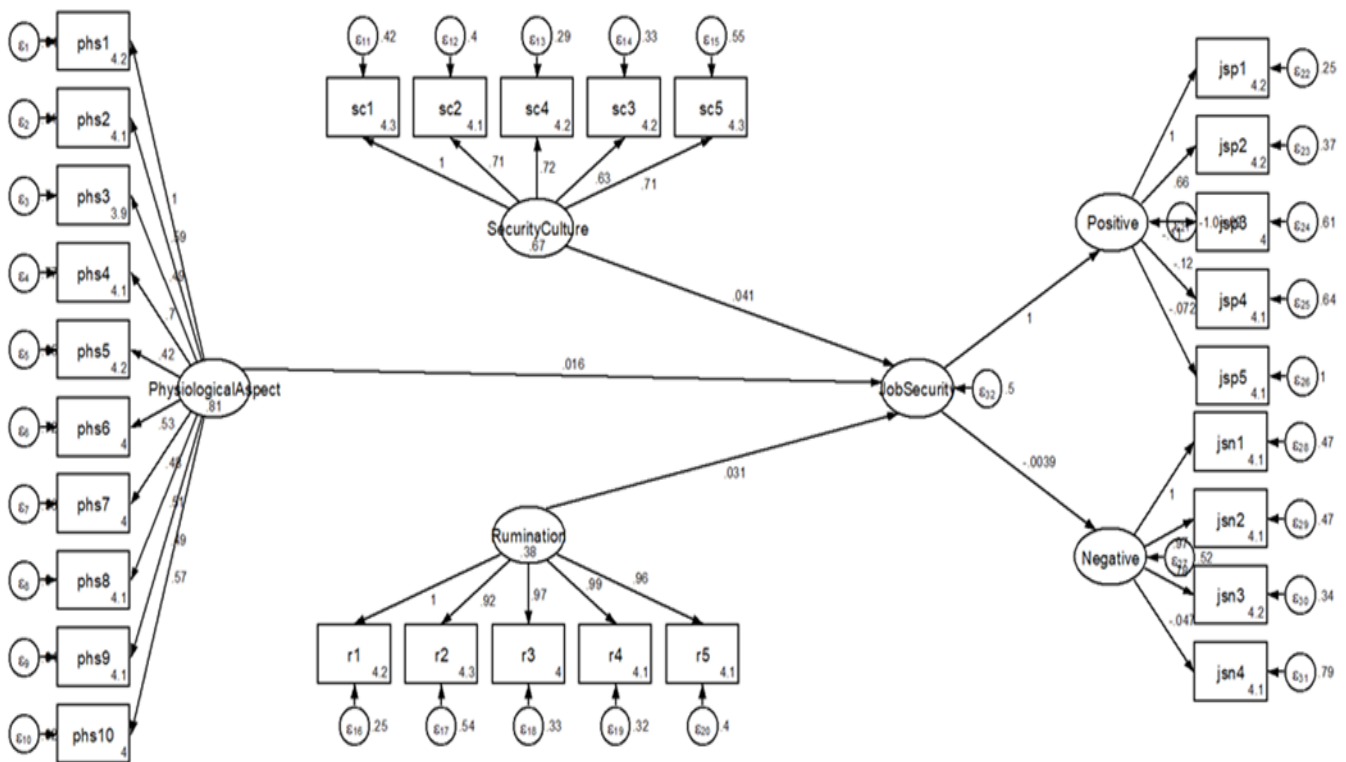


Figure 3: Structural Model for Direct Path Analysis

The results show that job security is higher when a company puts a lot of emphasis on security culture. The link between "Rumination" and "Job security" is strong, as shown by the z-score of 1.746, the standard error of 0.484, and the path coefficient of 0.869. These studies show that employees'

constant and repeated thoughts about work have a direct and significant effect on how secure they think their job is. According to the Direct Path Analysis, there are different ways to look at the human and organizational factors that affect job security in Saudi oil refineries.

Table 8: Direct Path Analysis

	OIM Coef.	Std. Err.	z	P> z	[95% Conf. Interval]
The physical aspect of ensuring occupational health and safety significantly influences the job security of employees.	0.270	0.098	2.693	0.001	0.078 0.461
Security culture significantly influences the job security of employees.	0.710	0.083	2.329	0.000	0.548 0.873
Rumination significantly influences the job security of employees.	0.869	0.484	1.746	0.000	0.665 0.842

As you can see in Table 9, "Job security" and "The physical aspect of ensuring occupational health and safety" are connected through "security culture" and "Rumination."

The mediating route study says that "security culture" plays a big part in mediating the relationship between job

security and physical safety measures. The route coefficient is 0.205, which is equal to 2.019 for the z-score and 0.099 for the standard error. The physical part of health and safety at work can affect job security by shaping the attitude of safety in the workplace.

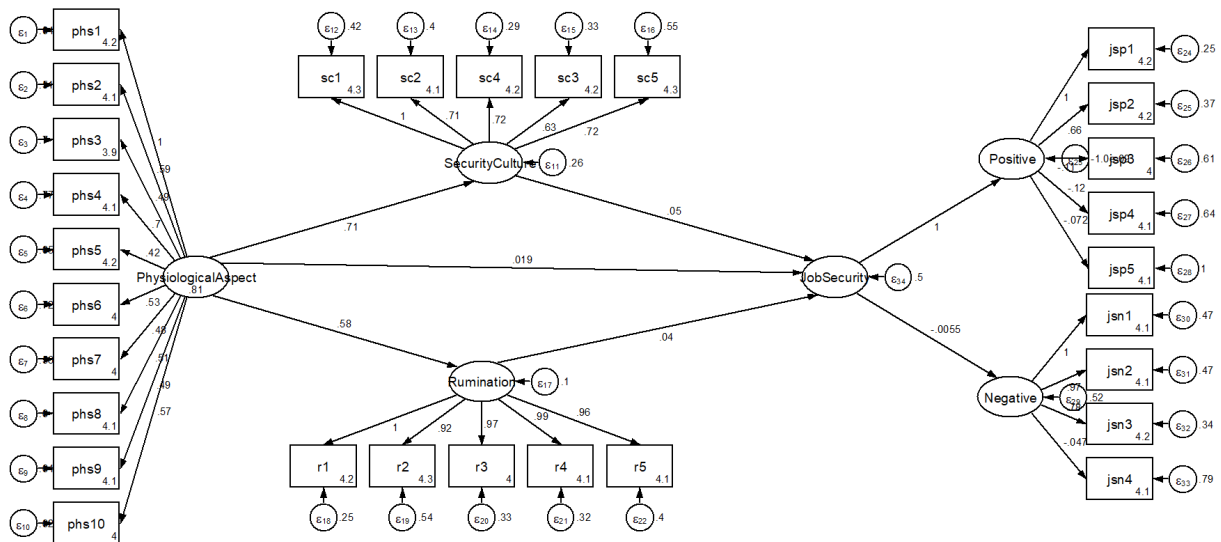


Figure 4: Structural Model for Mediated Path Analysis

"Rumination" acts as a go-between for physical safety steps and job security. It has a z-value of 2.907 and a route coefficient of 0.321 (standard error: 0.064). The influence of ruminating on the connection of two aspects that is physical safety measures. How safe you feel about your job. In the oil

refinery business, job security is affected by both the culture of the company and the way each person thinks about their own safety.

While considering the Mediating Path Analysis shows how the model's links are very difficult to handle.

Table 9: Mediating Path Analysis

	OIM Coef.	Std. Err.	z	P> z	[95% Conf. Interval]
Security culture significantly mediates the relationship of physical aspect of ensuring occupational health and safety and job security of employees.	0.205	0.099	2.019	0.008	0.399 0.307
Rumination significantly mediates the relationship of physical aspect of ensuring occupational health and safety and job security of employees.	0.321	0.064	2.907	0.000	0.196 0.446

5. Discussion

Occupational health and safety (OHS) standards, employees' views of job security, rumination, and security culture all interact in a complex manner, and this research's discussion section delves into these relationships to explore the subtle effects of the prevailing ideas. It delves into these relationships to uncover the nuanced impacts of prevailing

notions. The findings of this research are of utmost importance for organizational leaders and legislators who are dealing with the complexities of modern workplaces. Acceptance of the first and second research hypotheses demonstrates the significant impact of physical occupational health and safety (OHS) measures and security culture on employees' perceptions of job security. Job satisfaction and safety are higher in companies with comprehensive occupational health and safety

regulations and security. This section will examine how these findings may affect company policy and practice changes to improve employee well-being and performance. Because it affects job security, companies prioritize workplace safety. A sense of safety and support in the workplace increases self-confidence, according to Lee, et al. [15]. This example illustrates how strong occupational health and safety regulations and procedures reduce hazards and improve worker safety.

Safety training, ergonomic design, and hazard reduction improve employee safety and security. Safety improves job security, employee satisfaction, retention, and organizational involvement. Note that security culture affects occupational health and safety protocols and job stability. Employee safety is heavily influenced by the company's values. The research found that occupational health and safety regulations greatly impact company security cultures and employee job stability, and these findings are in line with previous work of Roczniewska and Richter [18]. Transparent and trusting workplaces boost employee satisfaction. Creating a welcoming workplace that encourages safety is crucial. Instilling a sense of security in occupational health and safety programs can boost employee motivation and engagement. The initiatives' overall effectiveness improves.

This study examines the complex interplay between occupational health and safety regulations, security culture, employees' perceptions of job security, and self-reflection, providing evidence to support the third, fourth, and fifth hypotheses. This article explores the policies and practices of organizations that enhance the health and productivity of their employees. In considering the hypothesis that ruminating is connected to the correlation between job security and the physical aspect of occupational health and safety (OHS), a deeper comprehension of the cognitive mechanisms through which workplace safety conditions impact workers' perception of security can be achieved. Careful consideration shows that inadequate occupational health and safety measures can significantly increase job loss. Hazardous working conditions may raise workplace safety concerns. Xie, et al. [10] also emphasized that workplace physical and mental safety must be prioritized. Rumination can be mitigated by implementing proactive coping strategies to address workplace safety stress and anxiety, fostering a security culture that prioritizes employee well-being, and enforcing comprehensive OHS regulations.

Effectively addressing employees' psychological reactions to work-related pressures is crucial, especially since excessive rumination is linked to job security. Despite workplace safety regulations and a stable culture, various factors may increase job insecurity. Businesses must help employees manage stress and work-related negativity. To help employees manage job stress and create a safer workplace, organizations can offer mental health services, open communication, and stress management training. The hypothesis states that corporate culture and cognitive abilities affect job security. This reveals the importance of understanding rumination as a mediator in this relationship. The findings show that security culture affects workers' job stability confidence. It also affects their professional stress management. Transparency and support may boost employees' confidence and reduce overthinking.

Company performance and employee satisfaction depend on open communication, safety, and trust.

The past literature studies that look at the connections between security culture, reflection, actual workplace safety, and job stability have come up with both similar and different results [18]. According to the study [19] that has been done, safety measures at work are linked to more stable employees and, by extension, job security. Williams and Murphy [13] study not only confirms that there is a clear association, but it also looks into how security culture might change that relationship. There is new proof that the culture of a company has a big effect on how its employees see the world [17]. It makes sense that more and more study is being done on the mental health of workers, since dwelling on job stability is linked to that. Using ruminating as a mediator is a new way to show how one's thoughts can change the way physical safety measures make them feel about their job security [12]. In conclusion, this study builds on earlier empirical research by bringing together and giving a full picture of the many factors that affect job security.

As this empirical research draws to a close, the comprehensive examination of the physical aspect of ensuring occupational health and safety, security culture, and rumination offers a rich tapestry of insights into the multifaceted nature of job security. The acceptance of all hypotheses not only underscores the significance of tangible safety measures, a positive organizational culture, and psychological well-being but also highlights their interconnectedness. Organizations that are keen to improve job security may address both external and internal that influence employee perception. This study serves as a wake-up call for future researchers to give a complete package for enhancing job security with a strategic result.

6. Conclusion

To conclude, this study offers a deep insight into all the dynamics of job security and the factors that influence it in the context of employee perception. The results demonstrate a positive relation between physical factors warranting occupational health and security and job security. Furthermore, organizational security culture and remuneration served as mediators in this relationship, providing a deeper insight into employees' perception of job security. This plays a pivotal role in organizational culture and its stance on employee performance. The novelty of this research lies in its combined effort to find the direct as well as mediating role of remuneration in job security and occupational health and security. Overall, this provides a complete understanding and framework for the policy makers to foster an environment of shared values and resilient workforce. As organizations navigate the complexities of the modern workplace, these insights can serve as a guide for the development of comprehensive strategies aimed at promoting a secure and supportive environment for employees.

7. Implications of the study

The research has been an important implication and theoretical framework for developing an understanding of job security in organization. Moreover, it highlights and insures the work significance of safe workplace. When the workplaces are

safe, it increases the chances of employees sticking around with the company. This backs up the social exchange theory, which says that when bosses care about their employees' health and happiness, they feel safer at work. Based on the moderating role of security culture, physical safety measures inside the organizational structure, especially its cultural foundations, have an effect on job security. Cultural theories say that the way people think and act at work is affected by its society. The idea that thinking can help people work through their problems shows that people's thoughts do affect what they do at work. This study helps us learn more about job security by showing how individual thought, company culture, and real safety steps all work together. It helps shape and improve theories in the areas of psychology and organizational psychology that look at job security in the modern workplace.

The study has real-world implications that can help companies make their workplaces safer and more supportive for their workers. Working out makes you healthier and safer at work, which shows how important it is to take real safety steps like getting comfortable desks and training. With the help of strategic plans, businesses can meet standards and boost confidence. Because security culture acts as a buffer, companies should work to build a strong and safe culture. Leaders need to be involved, security rules need to be clearly explained, and employees need to work in a place that cares about their health. Because ruminating is a very important mediator, it is important to help both internal and external cognitive processes. Mental health services and stress management programs are two examples of staff wellness programs that help people think more positively and less negatively. With this information, companies can make plans that take into account all of their workers' well-being, including their physical safety, morale, and mental health. This will help create a workplace that promotes and actively supports job security.

8. Limitations and Future Research Directions

With the understanding of the whole concept of security and job safety this research involve some limitations and bounties as well. However, the information it gives us is still very important. Response bias could have been caused by the fact that measurements were self-reported at the start of the study. The results might not have been as reliable as they seemed because some of the people who took part wanted to look nice. The study can't be used in all situations because it only looked at one company or organization. Cross-sectional designs don't take changes over time into account, which makes it hard to show cause and effect. One more thing to keep in mind is that the study didn't look at how the economy or problems related to the industry would affect how secure people thought their jobs were. When security culture and worry are judged based on self-reports, methodological bias may come into play. The study doesn't have any contribution in potential interaction between variables and future research that more delve into the moderating effects of complexities.

The longitudinal method used in the current research and could be a valuable method for the future researches to keep the changes and facts that calculate how one even effects the other. Looking into a number of different industries and

business types would increase the number of possible uses and shed light on the factors that affect job stability. When you use mixed-methods study techniques, you can get three sets of data, which gives you a more complete picture. We might understand better if we look at things like differences between people or effects on the world. Taking into account what happened in the real world, more research could come up with and test ways to make sure people have stable jobs. In the nuanced and comprehensive theoretical framework in the field, can get a contribution of mediating and moderating roles of different variables as they get studies with some physical aspects such as occupational health and safety, security of culture, security and safety of rumination and confidence of protected job.

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Appendix 1

Physiological Aspect Ensuring Occupational Health and Safety:

1. To what extent do you believe that the physical workplace environment is designed to minimize the risk of occupational health hazards?
2. How satisfied are you with the ergonomic features and equipment provided to ensure your physical well-being at work?
3. Are you adequately trained on safety protocols and procedures relevant to your job role?
4. To what degree do you feel that the organization prioritizes the prevention of physical injuries in the workplace?
5. How often are safety inspections conducted to identify and address potential physical hazards?
6. Are there sufficient measures in place to ensure a healthy and comfortable indoor air quality in your workplace?
7. Do you feel that the physical layout of your workspace is conducive to a safe and secure working environment?
8. How well does the organization handle and respond to employees' reported concerns regarding physical safety?
9. To what extent are preventive health measures, such as vaccinations and health screenings, provided by the organization?
10. How satisfied are you with the overall physical safety measures implemented in your workplace?

Security Culture:

1. How would you rate the organization's commitment to fostering a culture of security and safety among employees?
2. To what extent do you perceive open communication channels regarding security-related information within the organization?
3. How well are security policies and procedures communicated to employees across all levels?
4. Do you believe that employees are actively encouraged to report security concerns without fear of reprisal?
5. To what extent are security training programs provided to enhance employees' awareness and preparedness?

Rumination:

1. How often do you find yourself persistently thinking about work-related concerns during your personal time?
2. To what extent do work-related thoughts intrude into your leisure activities and personal life?
3. How frequently do you experience difficulty in letting go of work-related issues when not at work?
4. Do you often find yourself dwelling on potential work-related problems even after they have been resolved?
5. How well do you manage to mentally disconnect from work during non-working hours?

Job Security:

1. How secure do you feel in your current job position within the organization?
2. To what extent do you believe that your job is protected from external threats, such as economic downturns or industry changes?
3. How confident are you about the stability of your

employment within the organization in the foreseeable future?

4. Do you perceive the organization's commitment to ensuring job security for its employees?
5. How satisfied are you with the communication of job security-related information by the organization?
6. To what degree do you feel that your contributions to the organization are recognized and valued, enhancing your job security?
7. How well does the organization support employees during periods of organizational change to ensure job security?
8. How confident are you in the organization's ability to provide opportunities for career growth and job security simultaneously?
9. How often do you worry about the potential loss of your job due to external factors or organizational changes?