



The Effect of Job Insecurity on Innovative Work Behavior: A Systematic Review

Mutiah Rana Athifah; Gungum Gumelar; Yufiarti Yufiarti

Universitas Negeri Jakarta, Indonesia

<http://dx.doi.org/10.18415/ijmmu.v11i11.6219>

Abstract

Job insecurity and innovative work behavior are critical areas of research because of their substantial impact on both individual and organizational performance. However, the effect of job insecurity on innovative work behavior remains unclear, potentially due to differences in how job insecurity is conceptualized and measured (quantitative, qualitative, and aggregated). This systematic review aims to map these effects and explore the roles of mediators and moderators. Using the PRISMA guidelines, 19 studies with a total of 8,685 participants were analyzed. The findings reveal that quantitative job insecurity predominantly has a negative effect on innovative work behavior, while qualitative job insecurity shows more nuanced outcomes. Key mediators identified include organizational commitment, job satisfaction, intrinsic motivation, and work engagement. Notably, the role of moderators in this relationship has not been thoroughly examined, highlighting a significant area for future research.

Keywords: *Innovative Work Behavior; Quantitative Job Insecurity; Qualitative Job Insecurity; Systematic Literature Review*

Introduction

In today's rapidly-changing market landscape, innovation stands as a critical element for remaining competitive and viable for organizations (Golrizgashti et al., 2019; Olexova & Gogolova, 2021; Tolić et al., 2022). This underscores the significance of exploring innovative work behavior, which involves employees generating, introducing, and implementing new and useful ideas within their work environment—individually, in teams, or across organizations—to enhance both individual and organizational performance (De Jong & Den Hartog, 2007; Farr & Ford, 1990; Janssen, 2000; Thurlings et al., 2015). Innovative work behavior has been widely studied across various sectors, including private companies, public institutions, and small-to-medium-sized enterprises (SMEs).

Innovative work behavior has been reported to influence individuals within organizations, affecting aspects such as employee performance (Harlianto et al., 2018; Siregar & Suma, 2024; Yousaf et al., 2024), and subjective career success (Bandar et al., 2019). Within organizational contexts, innovative work behavior is a pivotal element as it affects organizational performance (Firdaus et al., 2021; Shanker et al., 2017; Utomo et al., 2023), stimulates business model innovation (Hock-Doepgen et al., 2024), improves business performance (Jankelová et al., 2021), and contributes to a competitive advantage

(Elidemir et al., 2020). This is further aligned with meta-analysis by AlEssa & Durugbo (2021) which shows that innovative work behavior has a positive impact on organizational performance by fostering value creation, enhancing adaptability and learning, and influencing the work environment's effectiveness in terms of innovation.

Innovative work behavior can be influenced by several factors, including personal, organizational, and external factors (Srirahayu et al., 2023). This study emphasizes job insecurity at the individual level, which is regarded as one of the most prominent stressors in the workplace (De Witte, 1999). Job insecurity has become a widespread concern (Randstad, 2023). This situation is driven by various factors, including technological advancements, increased global competition, and organizational efforts to improve efficiency and cut costs (Lee et al., 2018; Sverke et al., 2019). Additionally, factors such as mergers, downsizing, and organizational restructuring further amplify fears of job loss or significant changes to job aspects (Huang et al., 2012).

Job insecurity is a subjective perception and undesirable risk of possible future loss of one's current job, along with fears and concerns related to potential job loss or quantitative job insecurity and job features or qualitative job insecurity (De Witte, 2005; Sverke et al., 2004; Van Hootegeem et al., 2023; Vander Elst et al., 2014). Greenhalgh & Rosenblatt (1984) introduced the term '*disinvolvement syndrome*' to describe how employees experiencing job insecurity often feel less motivated to engage with work-related issues beyond their immediate responsibilities. Job insecurity can lead to emotional exhaustion, which in turn diminishes proactive behavior at work (Sverke & Hellgren, 2002). Consistent with this concept, Wang et al. (2019) found that higher levels of job insecurity led to decreased innovative work behavior, as it depleted psychological resources and lowered the inclination to engage in innovative activities.

Several previous studies have shown negative effects of job insecurity on innovative work behavior (Aliane et al., 2023; Gayatri & Supartha, 2023; Ma et al., 2023; Nguyen & Petchsawang, 2024). However, due to the presence of different types of job insecurity in the literature, such as quantitative and qualitative job insecurity, the effect of job insecurity on innovative work behavior remains unclear. It is important to distinguish between these types, as they may produce different outcomes and contribute to a more accurate understanding of this relationship. Fischmann et al. (2015, 2023) highlighted the importance of measuring different types of job insecurity (quantitative vs. qualitative) separately, as they produce distinct outcomes. This distinction allows for a more accurate understanding and analysis of the impact of job insecurity on various outcomes.

This aligns with Edwards & Bagozzi's (2000) study, which indicates that differences in conceptualization and measurement can lead to varied outcomes. They emphasize the importance of a robust theoretical framework to properly align constructs with their respective measures, noting that misalignment can result in inconsistent research findings. Such an approach is crucial in understanding the relationship between job insecurity and innovative work behavior, as varying conceptualizations and measures can yield different conclusions about their interaction. Additionally, differences in research findings may also be influenced by the types of companies studied (e.g. public sector, private sector, SMEs).

This study aims to map the effects of job insecurity by examining how it has been conceptualized in previous research, along with the mediator and moderator interactions involved. In doing so, this study will offer a theoretical contribution to the literature on job insecurity and innovative work behavior, helping to clarify the complexities of these interactions and laying a foundation for future studies.

Method

The protocol for this study was established following the guidelines of the Preferred Reporting Items for Systematic Review and Meta-Analysis Protocol (PRISMA-P) (Page et al., 2021). The eligibility criteria for this review were defined as follows: (1) The study participants were required to be individuals actively working, (2) The comparators were the types of organizational structures within which job insecurity might manifest and be perceived by employees, (3) Only studies that employed quantitative research methods and provided measurable data on the effects of job insecurity on innovative work behavior were included, (4) These studies were also required to provide conceptualizations for job insecurity and innovative work behaviors and to detail the metrics used for their assessment, (5) The outcome for inclusion was the measurement and examination of innovative work behavior, (6) Acceptable reports were original research articles that had undergone peer review and were published in English from reputable international or national journals.

To comprehensively capture the literature exploring the effect of job insecurity on innovative work behavior, systematic searches were conducted across multiple databases, including Scopus, Google Scholar, Semantic Scholar, and PubMed. This study targeted the inclusion of scholarly articles disseminated from March 2014 up to the latest publication date covered by this review, March 2024, to capture a comprehensive and up-to-date corpus of research reflecting the current dynamics of the field.

The search strategy employed combinations of two key blocks of terms to ensure a comprehensive retrieval of relevant studies: "job insecurity," "employment insecurity," "workplace insecurity," "innovative work behavior," "IWB," "innovation at work," "employee innovation," "workplace innovation" "Innovation". To expand the search and capture a wider array of relevant literature, the following additional keywords were used in conjunction: "job insecurity" AND "innovation". This combination was chosen to include studies that might use a broader definition of innovation beyond the specific behaviors typically associated with innovative work behavior. The process of identifying relevant journals is shown in Figure 1. The summary of the articles used in this study, detailing the researchers, methods, and results is shown in Table 1.

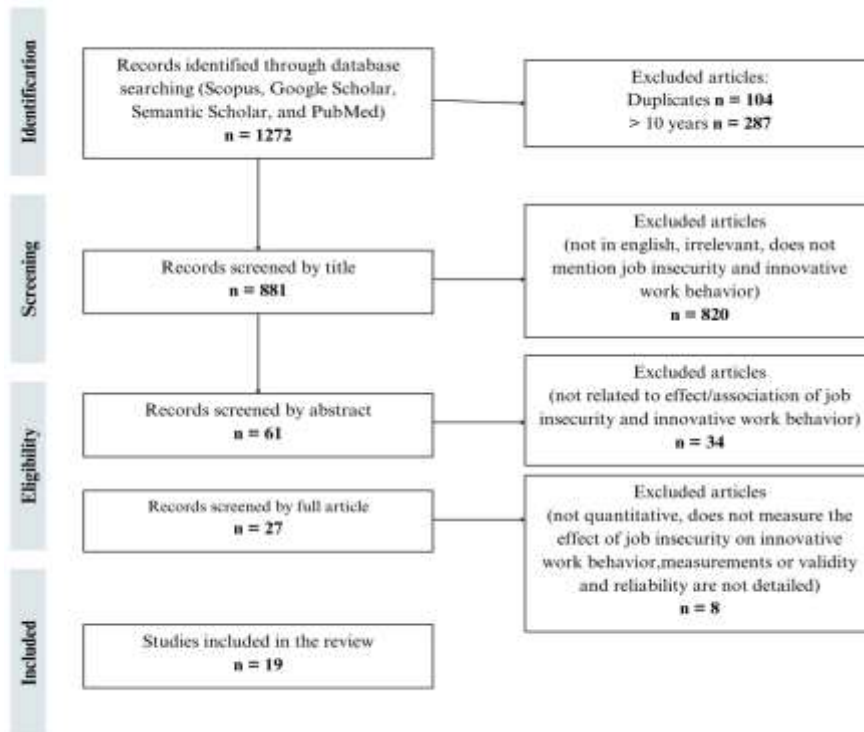


Figure 1. Flowchart of Study Selection

Table 1. Included Studies

Reference	Participants & Country	Type of Job Insecurity	JI Measure	IWB Measure	Results
Yang et al. (2024)	1099 faculty members from 21 top research universities in China (science and engineering departments)	Quantitative and Qualitative	Hellgren et al. (1999)	Scott and Bruce (1994) & Zhang (2010)	(1) Quantitative JI has negative effect on IWB, (2) Qualitative JI does not have an effect on IWB
Nguyen & Petchsawang (2024)	352 Gen Z employees from Various, including marketing, business, administration, information technology, human resources, production, accounting, logistics, and other occupations such as sales staff in retail stores or customer service staff in hospitality in Vietnam	Quantitative	Borg & Elizur (1992)	Janssen (2000)	1) Negative effect of jI on IWB, (2) Mediated by organizational commitment and job satisfaction
Aliane et al. (2023)	457 employees from five-star hotels and category (A) travel agencies in Egypt.	Quantitative	Karatepe (2022)	Janssen (2000)	(1) Negative effect of JI on IWB, (2) Mediated by knowledge-hiding behavior and team anti-citizenship behavior
Ma et al. (2023)	503 employees from various industries in China	Quantitative and Qualitative	Hellgren et al. (1999)	Scott and Bruce's (1994) for proactive innovative behavior Yang et al. (2020) for reactive innovative behavior	(1) Qualitative job insecurity negatively affects proactive innovative behavior and positively affects reactive innovative behavior, (2) Low quantitative JI profile showed the highest level of proactive innovative behavior and the lowest level of reactive innovative behavior, (3) High quantitative JI profile exhibited intermediate levels of both proactive and reactive innovative behavior, (4) Quantitative jI affects proactive and reactive IWB through impression management behavior, (5) Qualitative JI affects proactive and reactive IWB through intrinsic motivation and impression management motivation
Gayatri & Supartha (2023)	91 employees from a hotel in Indonesia with min. working tenure of 2 years	Mixed	Ashford et al. (1989)	De Jong and Den Hartog (2010)	(1) Negative effect of JI on IWB, (2) Mediated by work engagement
Adrian et al. (2022)	180 employees from 4-star hotels in Indonesia	Mixed	Hellgren et al. (2010)	S. Spiegelare (2014)	Positive effect of JI on IWB
Li & Li (2022)	665 emplotees from production and service enterprises in China	Mixed	Hellgren et al. (1999)	Huang (2004)	(1) Positive effect of JI on IWB through proactive work behavior (2) Negative effect of JI on IWB through working

						withdrawal behavior, (3) Both mediated models are moderated by organizational commitment
Maulidina et al. (2022)	120 employees from one company in Indonesia	Mixed	Ashford et al. (1989)	De Jong and Kemp (2003)		Negative effect of JI on IWB
Ham Salendu (2022)	739 participants from various companies implementing new policies due to COVID-19	Qualitative	Brondino et al. (2020)	Janssen (2000)		(1) No significant effect of JI on IWB, (2) Grit was found to be the mediating role
Montani et al. (2021)	295 employees from Various industries including architecture and design, communication and marketing, leisure, technology, education, finance, manufacturing, wholesale, and retail in Canada and US	Quantitative	Vander Elst et al. (2014)	Janssen (2000)		(1) Negative effect of JI on IWB, (2) Mediated by intrinsic motivation, (3) Trait mindfulness was identified as a moderator in the relationship between job insecurity, intrinsic motivation, and innovative work behavior.
Fauziawati et al. (2021)	41 employees at a furniture and electronic retail company in Indonesia	Mixed	Hellgren et al. (1999)	Kleysen & Street (2001)		(1) Negative effect of JI on IWB, (2) Mediated by organizational commitment
Khan et al. (2021)	282 IT professionals IN Pakistan	Qualitative	De Witte et al. (2010)	Scott & Bruce (1994)		(1) Qualitative JI has negative effect of IWP, (2) Mediated sequentially by psychological contract breach and subjective well-being
Kurniawan & Ranihusna (2019)	109 employees from a corporate in Indonesia	Quantitative	Pienaar et al. (2013)	De Jong and Den Hartog (2010)		(1) No direct effect of jI on IWB, (2) Indirect effect was found through work engagement
Van Hootegem et al. (2019)	Belgium, 394 employees from industrial or constructions sectors, private services sectors, and public services sector (healthcare or social-cultural sector, semi-governmental institution, education)	Quantitative	Vander Elst et al. (2014)	De Jong and Den Hartog (2010)		(1) No significant direct effect of JI on idea generation or idea implementation, (2) JI affects idea generation and idea implementation via irritation and concentration sequentially
Wang et al. (2019)	641 participants from four enterprises (state-owned) in China.	Quantitative	Borg Elizur (1992)	Kleysen & Street (2001)		Negative effect of JI on IWB, (2) JI acts as mediator between abusive supervision and IWB
Niesen, Van Hootegem, et al. (2018b)	190 employees from industrial organization in the region of Brussels that had recently undergone multiple restructurings and layoffs.	Quantitative	Vander Elst et al. (2014)	De Jong and Den Hartog (2010)		(1) No direct effect of JI and idea generation and idea implementation was found, (2) Psychological contract breach was identified as a mediator in the relationship between JI and idea generation and idea implementation
Niesen, Hootegem, et al. (2018a)	1420 supervisor from a large Belgian postal operator and universal service provider.	Quantitative and Qualitative	Quantitative: Vander Elst et al. (2014) Qualitative: De Witte et al. (2010)	De Jong and Den Hartog (2010)		(1) Negative effect of quantitative and qualitative JI on IWB, (2) psychological contract breach mediated the relationship between quantitative and qualitative

				JI and IWB
Choi et al. (2018)	180 employees from Manufacturing firms in south korea	Mixed	Hellgren et al. (1999)	Negative effect of JI on IWB, (2) Mediated by organizational commitment and job satisfaction
De Spiegelaere et al. (2014)	927 respondents, Respondents were from five industries in Belgium: banking, retail, hotels & restaurants, the chemical industry, and the social work sector.	Quantitative	De Witte, De Jong and Den Hartog (2010)	(1) Negative effect of JI on IWB, (2) Mediated by work engagement

Results

This study aims to explore the effect of job insecurity on innovative work behavior in the existing literature. Based on the data analysis, the following results were obtained.

Study Samples

The sample size across nineteen studies amounts to approximately 8,685 participants from diverse age groups and genders, ranging from employees in industrial organizations to those in public sectors, and academic institutions. The studies encompassed a diverse range of sectors, including banking, retail, hotels, restaurants, the chemical industry, the social work sector, industrial organizations, postal services, state-owned enterprises, healthcare, the social-cultural sector, semi-governmental institutions, education, architecture, design, communication, marketing, leisure, technology, finance, manufacturing, wholesale, and retail, furniture and electronic retail, the IT sector, the hotel industry, production and service enterprises, hospitality, academic institutions, corporate sectors, and manufacturing. These studies were conducted in various countries, including Belgium, China, Indonesia, Canada, the United States, Pakistan, Egypt, South Korea, and Vietnam.

Different Conceptions of Job Insecurity

Job insecurity was measured within different concept across 19 studies. Several studies measure only quantitative job insecurity ($N = 8$), only qualitative job insecurity ($N = 3$), mixed or aggregated the score of both quantitative and qualitative job insecurity ($N = 6$), and measured both quantitative and qualitative job insecurity separately ($N = 3$). Qualitative job insecurity is a perceived threat to the quality of the employment relationship, including uncertainty about the future of valued aspects of work such as deteriorating working conditions, lack of career opportunities, and decreased salary increases (De Witte et al., 2015; Hellgren et al., 1999). Meanwhile, quantitative job insecurity refers to the uncertainty of maintaining current employment, which focuses on concerns about the existence and continuity of future employment (De Witte et al., 2015; Hellgren et al., 1999).

The Effect of Job Insecurity on Innovative Work Behavior

Each form of job insecurity impacts outcomes differently (Hellgren et al., 1999). Therefore, it is essential to focus on the specific type of job insecurity being measured (Fischmann et al., 2015, 2023). The interpretation of findings should be aligned with the particular conceptualization of job insecurity utilized in each study.

Quantitative job insecurity, which refers to the perceived threat of losing one's job entirely, consistently shows a predominantly negative impact on innovative work behaviors (Aliane et al., 2023; De Spiegelaere et al., 2014; Montani et al., 2021; Nguyen & Petchsawang, 2024; Niesen, Hootegeem, et al., 2018a; Wang et al., 2019; Yang et al., 2024). However, Niesen, Van Hootegeem, et al. (2018b) and

Kurniawan & Ranihusna (2019) found no direct effect but identified mediating factors that influenced the degree to which job insecurity impacts innovation work behavior. This suggests that in certain contexts, other workplace factors could either exacerbate or mitigate the impact of job insecurity on IWB.

The effect of qualitative job insecurity, which refers to concerns about job quality, on innovative work behavior shows more varied outcomes. Niesen, Hootegeem, et al. (2018a) and Khan et al. (2021) found negative effects of qualitative job insecurity on innovative work behavior among employees from postal and universal service provider and IT industry. However, Ma et al. (2023) demonstrated a more complex picture of employees from various industries as their study reported that qualitative job insecurity negatively impacts proactive innovative behavior (initiating new ideas), while positively affecting reactive innovative behavior (responding to changes or challenges with innovative solutions). This finding implies that while employees may feel demoralized from initiating innovation under qualitative job insecurity, they might still respond creatively when external pressures require adaptation. On the contrary, both Ham & Salendu (2022) and Yang et al. (2024) found no effect of qualitative job insecurity on innovative work behavior, suggesting that certain job quality concerns do not always influence employee innovative work behavior, or that the relationship might be more nuanced depending on the organizational context or employee resilience.

Several studies explored the aggregated or mixed effects of job insecurity, combining both quantitative and qualitative dimensions, and also yielded a diverse range of outcomes. Some studies found that aggregated job insecurity has a predominantly negative effect on innovative work behavior among employees from different backgrounds such as manufacturing, furniture & electronic retail, and hotel industries (Choi et al., 2018; Fauziawati et al., 2021; Gayatri & Supartha, 2023). This shows that when employees experience a combination of job loss anxiety and deterioration in job quality, their ability to innovate is hindered. This dual threat can create an environment of heightened stress and uncertainty, reducing creative and proactive behavior. In contrast, Adrian et al. (2022) identified a positive effect of job insecurity on innovative work behavior among hotel workers, suggesting that under certain conditions, job insecurity may motivate employees to engage in innovative activities as a way to secure their position. Similarly, Li & Li (2022) proposed a more complex "dual-channel effect" model, where job insecurity can impact knowledge workers' innovative behavior either positively through proactive work behavior or negatively through working withdrawal behavior. This model suggests that job insecurity can both motivate and discourage innovation, depending on how employees react to the perceived threat.

Mediators and Moderators

The presence of inconsistent findings can be elucidated by considering the mediating and moderating role. Mediators play a crucial role in how job insecurity affects innovation. Work engagement (Choi et al., 2018; De Spiegelaere et al., 2014; Gayatri & Supartha, 2023) is negatively impacted by job insecurity, reducing innovative work behavior. Intrinsic motivation (Khan et al., 2021; Montani et al., 2021) also mediates this relationship, with job insecurity lowering intrinsic motivation and consequently innovation. Organizational commitment (Fauziawati et al., 2021; Gayatri & Supartha, 2023) is another key mediator, as job insecurity decreases commitment and innovation.

Sequential mediators such as organizational commitment and subjective well-being (Khan et al., 2021) further explain the impact of job insecurity on innovation. Psychological contract breach (Niesen, Van Hootegeem, et al., 2018b) negatively affect idea generation and implementation, mediating the relationship between job insecurity and innovative work behavior. Grit (Ham & Salendu, 2022) mediates negative effects of job insecurity on innovation, with higher grit levels buffering these adverse effects. Employee irritation and decreased concentration (Van Hootegeem et al., 2019) due to job insecurity also hinder innovation. Additionally, knowledge hiding and team anti-citizenship (Aliane et al., 2023) mediate the negative impact of job insecurity on innovative work behavior. Finally, job satisfaction (Nguyen &

Petchsawang, 2024) is reduced by job insecurity, leading to lower innovative behavior.

Sixteen studies have focused on investigating mediators, while only a study by Montani et al. (2021) explored the moderating role of trait mindfulness relationship between job insecurity, intrinsic motivation, and innovative work behavior. High levels of trait mindfulness can mitigate the negative impact of job insecurity on intrinsic motivation, thereby preserving innovative work behavior.

Discussion

The primary aim of this study is to map the effects of job insecurity on innovative work behavior by providing a comprehensive theoretical contribution to understanding the various outcomes associated with different forms of job insecurity. Job insecurity is typically conceptualized in two distinct forms: qualitative and quantitative (Ashford et al., 1989; De Witte, 2005; De Witte et al., 2015; Hellgren et al., 1999). The key distinction lies in the nature of the uncertainty (Hartley et al., 1990). Qualitative job insecurity refers to concerns about the quality and conditions of one's job, while quantitative job insecurity pertains to the uncertainty of job continuity (De Witte et al., 2015; Hellgren et al., 1999).

The findings of this study emphasize the significant impact of both forms of job insecurity on innovative work behavior. Understanding this distinction is crucial, as each type affects employees' innovative behaviors in distinct ways. As Hellgren et al. (1999) noted, qualitative and quantitative job insecurity lead to different outcomes, thus influencing the extent and nature of innovation differently. Consequently, the measurement of job insecurity in future research must clearly differentiate between these forms to capture their unique effects accurately (Fischmann et al., 2015, 2023). This refined approach will allow for a more precise understanding of how job insecurity shapes innovative work behavior.

Studies consistently shows that quantitative job insecurity has predominantly negative effects on innovative work behavior (Aliane et al., 2023; De Spiegelaere et al., 2014; Montani et al., 2021; Nguyen & Petchsawang, 2024; Niesen, Hootegem, et al., 2018a; Wang et al., 2019; Yang et al., 2024). This form of job insecurity, which pertains to the uncertainty of maintaining current employment, creates a climate of fear and instability. Employees who are worried about losing their jobs are less likely to engage in innovative activities. This reluctance arises because quantitative job insecurity is classified as a job demand that causes hindrance stress (Montani et al., 2021). This not only directly diminishes individual performance but also leads to increased stress (such as anxiety, fatigue, and burnout) and reduced motivation, thereby hindering personal growth, development, and achievement at work (LePine et al., 2005). Another explanation is that quantitative job insecurity drains psychological resources, thus reducing the tendency to participate in innovative activities (Wang et al., 2019)

The impact of qualitative job insecurity on innovative work behavior is more nuanced and mixed. While some studies report negative effects on idea generation or overall innovative work behavior (Khan et al., 2021; Niesen, Hootegem, et al., 2018a), other study found that it negatively affects proactive innovative behavior while positively affecting reactive innovative behavior (Ma et al., 2023) or no significant effect (Ham & Salendu, 2022; Yang et al., 2024). Despite this complex findings, qualitative job insecurity has largely been overlooked in research, particularly concerning its impact on employee behavior (Witte et al., 2012). This indicates a gap in the literature, as few scholars have explicitly examined this form of job insecurity (Niesen, Hootegem, et al., 2018a).

When comparing quantitative and qualitative job insecurity, quantitative job insecurity tends to have more significantly negative effects on innovative work behavior. While some studies suggest that both forms of job insecurity are equally harmful to employee outcomes, there is also a perspective that quantitative job insecurity will likely have a more severe negative impact on behavioral outcomes than qualitative job insecurity (Greenhalgh & Rosenblatt, 1984; Jahoda, 1982). The perceived threat of losing

one's entire job, rather than specific job features, is considered more alarming because it involves losing essential employment functions such as time structure, social contacts, and social status (Niesen, Hootegem, et al., 2018a).

Despite some arguments that different forms of job insecurity lead to different outcomes (Fischmann et al., 2015, 2023; Greenhalgh & Rosenblatt, 1984; Jahoda, 1982), there is also a perspective that both forms of job insecurity are equally detrimental (De Cuyper & De Witte, 2006; De Witte et al., 2010), and current empirical evidence supports this view (De Witte et al., 2010). Many previous studies aggregated the effects of both qualitative and quantitative job insecurity on innovative work behavior and found consistently complex findings, including negative effects (Choi et al., 2018; Fauziawati et al., 2021; Gayatri & Supartha, 2023) and positive effects (Adrian et al., 2022; Li & Li, 2022). This highlights the different conceptualizations of job insecurity in the broad empirical evidence. Future studies need to emphasize which type of job insecurity is being measured. This study argues that both types of job insecurity should not be aggregated; they need to be measured separately as each type has a different conceptual meaning.

The findings predominantly emphasize mediating roles, with sixteen of the selected studies concentrating on mediators. Most previous studies focus on individual factors as mediators in the relationship between job insecurity and innovative work behavior. These individual factors include organizational commitment, job satisfaction, intrinsic motivation, impression management behavior, work engagement, and psychological contract breach (Choi et al., 2018; Ham & Salendu, 2022; Ma et al., 2023; Montani et al., 2021; Nguyen & Petchsawang, 2024). Only a few studies have explored group interactions, such as the impact of abusive supervision, as mediators (Wang et al., 2019). This indicates a gap in the literature where the influence of group dynamics and interactions on the effects of job insecurity remains underexplored.

None of the studies have examined the moderating interactions in the effect of job insecurity on innovative work behavior. Only Montani explored moderating effect of trait mindfulness in mediated effect of intrinsic motivation. This highlights a significant gap in the literature, suggesting that future research should explore potential moderating factors. Understanding these moderating interactions could provide a more comprehensive picture of how job insecurity influences innovative work behavior.

However, it is important to note the limitations of this study. This study does not measure the pooled effects of different types of job insecurity on innovative work behavior. The primary focus is on mapping and categorizing the findings related to job insecurity and innovative work behavior rather than quantitatively assessing their impact. Future studies should consider incorporating direct measurements and meta-analytical approaches to provide a more robust understanding of these dynamics.

Conclusion

The primary objective of this study was to map the findings related to the effect of job insecurity on innovative work behavior. The research highlighted that quantitative job insecurity, concerning job continuity, predominantly negatively affects innovative work behavior due to its classification as a hindrance stressor. In contrast, qualitative job insecurity, involving threats to work quality and conditions, showed more nuanced and mixed effects. The importance of distinguishing between these two forms of job insecurity was underscored, as they influence employees' innovative behaviors differently. Additionally, the study emphasized the mediating roles of individual factors such as organizational commitment, job satisfaction, intrinsic motivation, impression management behavior, work engagement, and psychological contract breach, while noting a gap in exploring group interactions, organizational, external factors and moderating effects on innovative work behavior, suggesting areas for future research.

References

- Adrian, A., Fiza, A. K., & Zulvia, Y. (2022). Job Insecurity and Innovative Work Behavior: Case Study on Hotel Employees During covid 19. *Proceedings of the Eighth Padang International Conference On Economics Education, Economics, Business and Management, Accounting and Entrepreneurship*, 346–353. <https://doi.org/10.2991/AEBMR.K.220702.053>.
- AlEssa, H. S., & Durugbo, C. M. (2021). Systematic review of innovative work behavior concepts and contributions. *Management Review Quarterly* 2021 72:4, 72(4), 1171–1208. <https://doi.org/10.1007/S11301-021-00224-X>.
- Aliane, N., Al-Romeedy, B. S., Agina, M. F., Salah, P. A. M., Abdallah, R. M., Fatah, M. A. H. A., Khababa, N., & Khairy, H. A. (2023). How Job Insecurity Affects Innovative Work Behavior in the Hospitality and Tourism Industry? The Roles of Knowledge Hiding Behavior and Team Anti-Citizenship Behavior. *Sustainability* 2023, Vol. 15, Page 13956, 15(18), 13956. <https://doi.org/10.3390/SU151813956>.
- Ashford, S. J., Lee, C., & Bobko, P. (1989). Content, Cause, And Consequences Of Job Insecurity: A Theory-Based Measure And Substantive Test. *Academy of Management Journal*, 32(4), 803–829. <https://doi.org/10.2307/256569>.
- Bandar, N. F. A., Malek, F. A. B., Hassan, Z., Sabil, S., Ibrahim, D. K. A., Md Nor, N. N. B., & Balang, R. V. (2019). The relationship between innovative work behaviors and subjective career success among employees in selected private organisation. *International Journal of Engineering and Advanced Technology*, 8(6 Special Issue 3), 389–395. <https://doi.org/10.35940/IJEAT.F1070.0986S319>.
- Borg, I., & Elizur, D. (1992). Job Insecurity: Correlates, Moderators and Measurement. *International Journal of Manpower*, 13(2), 13–26. <https://doi.org/10.1108/01437729210010210/FULL/XML>.
- Brondino, M., Bazzoli, A., Vander Elst, T., De Witte, H., & Pasini, M. (2020). Validation and measurement invariance of the multidimensional qualitative job insecurity scale. *Quality and Quantity*, 54(3), 925–942. <https://doi.org/10.1007/S11135-020-00966-Y/TABLES/5>.
- Choi, S. B., Cundiff, N., Kim, K., & Akhatib, S. N. (2018). The Effect of Work-Family Conflict and Job Insecurity On Innovative Behaviour of Korean Workers: The Mediating Role of Organisational Commitment and Job Satisfaction. *International Journal of Innovation Management*, 22(1). <https://doi.org/10.1142/S1363919618500032>.
- De Cuyper, N., & De Witte, H. (2006). The impact of job insecurity and contract type on attitudes, well-being and behavioural reports: A psychological contract perspective. *Journal of Occupational and Organizational Psychology*, 79(3), 395–409. <https://doi.org/10.1348/096317905X53660>.
- De Jong, J., & Den Hartog, D. N. (2007). How leaders influence employees' innovative behaviour. *European Journal of Innovation Management*, 10(1), 41–64. <https://doi.org/10.1108/14601060710720546/FULL/XML>.
- De Spiegelaere, S., Van Gyes, G., De Witte, H., Niesen, W., & Van Hootegem, G. (2014). On the relation of job insecurity, job autonomy, innovative work behaviour and the mediating effect of work engagement. *Creativity and Innovation Management*, 23(3), 318–330. <https://doi.org/10.1111/CAIM.12079>.

- De Witte, H. (1999). Job Insecurity and Psychological Well-being: Review of the Literature and Exploration of Some Unresolved Issues. *European Journal of Work and Organizational Psychology*, 8(2), 155–177. <https://doi.org/10.1080/135943299398302>.
- De Witte, H. (2005). Job insecurity: Review of the international literature on definitions, prevalence, antecedents and consequences. *SA Journal of Industrial Psychology*, 31(4). <https://doi.org/10.4102/SAJIP.V31I4.200>.
- De Witte, H., De Cuyper, N., Handaja, Y., Sverke, M., Näswall, K., & Hellgren, J. (2010). Associations Between Quantitative and Qualitative Job Insecurity and Well-Being. *International Studies of Management & Organization*, 40(1), 40–56. <https://doi.org/10.2753/IMO0020-8825400103>.
- De Witte, H., Vander Elst, T., & De Cuyper, N. (2015). Job Insecurity, Health and Well-Being. In S. Leka, A. Jain, & G. Zwetsloot (Eds.), *Sustainable Working Lives, Aligning Perspectives on Health, Safety and Well-Being* (pp. 109–128). Springer, Dordrecht. https://doi.org/10.1007/978-94-017-9798-6_7.
- Edwards, J. R., & Bagozzi, R. P. (2000). On the nature and direction of relationships between constructs and measures. *Psychological Methods*, 5(2), 155–174. <https://doi.org/10.1037/1082-989X.5.2.155>.
- Elidemir, S. N., Ozturen, A., & Bayighomog, S. W. (2020). Innovative Behaviors, Employee Creativity, and Sustainable Competitive Advantage: A Moderated Mediation. *Sustainability*, 12(8). <https://doi.org/10.3390/SU12083295>.
- Farr, F., & Ford, C. (1990). Individual Innovation. In M. A. West & J. L. Farr (Eds.), *Innovation and creativity at work: Psychological and organizational strategies*. John Wiley & Sons.
- Fauziawati, D., Tri, D., & Wardoyo, W. (2021). The Effect of Job Insecurity on Innovative Work Behavior through Organizational Commitment in UFO Elektronika Employees. *Journal of Business and Management Review*, 2(6), 401–416. <https://doi.org/10.47153/JBMR26.1702021>.
- Firdaus, A., Ahman, E., Disman, & Suryadi, E. (2021). Knowledge Sharing and Innovative Work Behavior as the Keys to Success in Improving SMEs Performance. | Quality - Access to Success | EBSCOhost. *Quality - Access to Success*, 22(181), 35. <https://openurl.ebsco.com/EPDB%3Aagd%3A10%3A5192410/detailv2?sid=ebsco%3Aplink%3Ascholar&id=ebsco%3Aagd%3A149274349&crl=c>.
- Fischmann, G., Corbeanu, A., Spinu, R., Sulea, C., & Iliescu, D. (2023). Job insecurity, job security, job future ambiguity? Oh my... A new step towards conceptual clarity. In *Job Insecurity, Precarious Employment and Burnout: Facts and Fables in Work Psychology Research* (pp. 15–29). Edward Elgar Publishing Ltd. <https://doi.org/10.4337/9781035315888.00009>.
- Fischmann, G., Sulea, C., Kovacs, P., Iliescu, D., & De Witte, H. (2015). Qualitative and quantitative job insecurity: Relations with nine types of performance. *Psihologia Resurselor Umane Revista Asociației de Psihologie Industrială Și Organizațională*, 13(2), 152–164. <https://psycnet.apa.org/record/2016-10834-002>.
- Gayatri, I. A. D. S., & Supartha, W. G. (2023). The Mediating Role Of Work Engagement On The Influence Of Leader-Member Exchange And Job Insecurity On Innovative Work Behavior. *EURASIA: Economics & Business*, 73(7), 32–44. <https://doi.org/10.18551/ECONEURASIA.2023-07.04>.

- Golrizgashti, S., Piroozfar, S., & Dehghanpoor, A. (2019). Product Innovation and Supply Chain Sustainability. *IEEE Engineering Management Review*, 47(4), 128–136. <https://doi.org/10.1109/EMR.2019.2948588>.
- Greenhalgh, L., & Rosenblatt, Z. (1984). Job Insecurity: Toward Conceptual Clarity. *The Academy of Management Review*, 9(3), 438. <https://doi.org/10.2307/258284>.
- Ham, P. M., & Salendu, A. (2022). Job insecurity and innovative work behavior: The role of grit as a mediator. *Jurnal Ilmiah Psikologi Terapan*, 10(2), 136–141. <https://doi.org/10.22219/JIPT.V10I2.20053>
- Hartley, J., Jacobson, D., Klandermans, B., & Van Vuuren, T. (1990). *Job Insecurity: Coping with Jobs at Risk*. Sage Publications Ltd.
- Hellgren, J., Sverke, M., & Isaksson, K. (1999). A Two-dimensional Approach to Job Insecurity: Consequences for Employee Attitudes and Well-being. *European Journal of Work and Organizational Psychology*, 8(2), 179–195. <https://doi.org/10.1080/135943299398311>.
- Hock-Doepgen, M., Montasser, J. S., Klein, S., Clauss, T., & Maalaoui, A. (2024). The role of innovative work behavior and organizational support for business model innovation. *R&D Management*. <https://doi.org/10.1111/RADM.12671>.
- Huang, G. H., Niu, X., Lee, C., & Ashford, S. J. (2012). Differentiating cognitive and affective job insecurity: Antecedents and outcomes. *Journal of Organizational Behavior*, 33(6), 752–769. <https://doi.org/10.1002/JOB.1815>.
- Jahoda, M. (1982). *Employment and unemployment: A social-psychological analysis*. Cambridge University Press.
- Jankelová, N., Joniaková, Z., & Mišún, J. (2021). Innovative Work Behavior—A Key Factor in Business Performance? The Role of Team Cognitive Diversity and Teamwork Climate in This Relationship. *Journal of Risk and Financial Management 2021*, Vol. 14, Page 185, 14(4), 185. <https://doi.org/10.3390/JRFM14040185>.
- Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of Occupational and Organizational Psychology*, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>.
- Karatepe, T. (2022). Do Qualitative and Quantitative Job Insecurity Influence Hotel Employees' Green Work Outcomes? *Sustainability 2022*, Vol. 14, Page 7235, 14(12), 7235. <https://doi.org/10.3390/SU14127235>.
- Khan, S., Ahmed, I., & Ali, M. (2021). Qualitative Job Insecurity and its Impact on Innovative Work Performance and Subjective Well-being: A Serial Mediation Model. *Pakistan Social Sciences Review*, 5(I), 174–189.
- Kurniawan, R. A., & Ranihusna, D. (2019). Effect of Mediation Work Engagement to Leader Member Exchange and Job Insecurity on Innovative Work Behavior. *Management Analysis Journal*, 8(4), 414–424. <https://doi.org/10.15294/MAJ.V9I4.34821>.
- Lee, C., Huang, G. H., & Ashford, S. J. (2018). Job insecurity and the changing workplace: Recent developments and the future trends in job insecurity research. *Annual Review of Organizational Psychology and Organizational Behavior*, 5(Volume 5, 2018), 335–359. <https://doi.org/10.1146/ANNUREV-ORGPSYCH-032117-104651/CITE/REFWORKS>.

- LePine, J. A., Podsakoff, N. P., & LePine, M. A. (2005). A meta-analytic test of the challenge Stressor-hindrance stressor framework: An explanation for inconsistent relationships among Stressors and performance. *Academy of Management Journal*, 48(5), 764–775. <https://doi.org/10.5465/AMJ.2005.18803921>.
- Li, Y., & Li, Z. (2022). Dual-Channel Effect of Job Insecurity on Knowledge Workers' Innovative Behavior. *Discrete Dynamics in Nature and Society*. <https://doi.org/10.1155/2022/1519717>.
- Ma, B., Zhou, Y., Lassleben, H., Ma, G., & Yang, R. (2023). Examining the mediating effects of motivation between job insecurity and innovative behavior using a variable-centered and a person-centered approach. *Frontiers in Psychology*, 14. <https://doi.org/10.3389/FPSYG.2023.1284042>.
- Maulidina, S., Gusrini, V., Pohan, R., & Kadiyono, A. L. (2022). The Influence of Job Insecurity on Innovative Work Behavior for Outsourcing Employees. *Analitika: Jurnal Magister Psikologi UMA*, 14(2), 182–190. <https://doi.org/10.31289/ANALITIKA.V14I2.8160>.
- Mohr, G. B. (2000). The changing significance of different stressors after the announcement of bankruptcy: a longitudinal investigation with special emphasis on job insecurity. *Journal of Organizational Behavior*, 21(3), 337–359.
- Montani, F., Courcy, F., Battistelli, A., & de Witte, H. (2021). Job insecurity and innovative work behaviour: A moderated mediation model of intrinsic motivation and trait mindfulness. *Stress and Health: Journal of the International Society for the Investigation of Stress*, 37(4), 742–754. <https://doi.org/10.1002/SMI.3034>.
- Nguyen, M. T., & Petchsawang, P. (2024). Encouraging employees' innovative behavior via the mediating effect of work engagement and the moderating effect of their proactive personality: the case of Generation Z in Vietnam. *Cogent Business & Management*, 11(1). <https://doi.org/10.1080/23311975.2023.2301162>.
- Niesen, W., Hootegem, A. Van, Handaja, Y., Battistelli, A., & Witte, H. De. (2018). Quantitative and Qualitative Job Insecurity and Idea Generation: The Mediating Role of Psychological Contract Breach. *Scandinavian Journal of Work and Organizational Psychology*, 3(1), 3. <https://doi.org/10.16993/SJWOP.36>.
- Niesen, W., Van Hootegem, A., Elst, T. Vander, Battistelli, A., & De Witte, H. (2018). Job Insecurity and Innovative Work Behaviour: A Psychological Contract Perspective. *Psychologica Belgica*, 57(4), 174. <https://doi.org/10.5334/PB.381>.
- Olexova, V., & Gogolova, M. (2021). Innovation and its importance in the context of a company's marketing strategy. *SHS Web of Conferences*, 91, 01021. <https://doi.org/10.1051/SHSCONF/20219101021>.
- Page, M. J., Moher, D., Bossuyt, P. M., Boutron, I., Hoffmann, T. C., Mulrow, C. D., Shamseer, L., Tetzlaff, J. M., Akl, E. A., Brennan, S. E., Chou, R., Glanville, J., Grimshaw, J. M., Hróbjartsson, A., Lalu, M. M., Li, T., Loder, E. W., Mayo-Wilson, E., Mcdonald, S., ... Mckenzie, J. E. (2021). PRISMA 2020 explanation and elaboration: updated guidance and exemplars for reporting systematic reviews. *BMJ*, 372. <https://doi.org/10.1136/BMJ.N160>.
- Pienaar, J., De Witte, H., Hellgren, J., & Sverke, M. (2013). The cognitive/affective distinction of job insecurity: Validation and differential relations. *Southern African Business Review*, 17(2).

- Randstad. (2023). *Workers prioritize job security amid economic uncertainty but they won't give up flexibility and a sense of belonging*. <https://www.randstad.com/press/2023/workers-prioritize-job-security-amid-economic-uncertainty-they-wont-give-flexibility/>.
- Shanker, R., Bhanugopan, R., van der Heijden, B. I. J. M., & Farrell, M. (2017). Organizational climate for innovation and organizational performance: The mediating effect of innovative work behavior. *Journal of Vocational Behavior, 100*, 67–77. <https://doi.org/10.1016/J.JVB.2017.02.004>.
- Siregar, B. A., & Suma, D. (2024). How Innovative Work Behavior Affects Employee Performance: The Mediating Role of Curiosityid 2 *Corresponding Author. *Quality - Access to Success, 25*(200), 292–298. <https://doi.org/10.47750/QAS/25.200.30>.
- Srirahayu, D. P., Ekowati, D., & Sridadi, A. R. (2023). Innovative work behavior in public organizations: A systematic literature review. *Heliyon, 9*(2). <https://doi.org/10.1016/J.HELIYON.2023.E13557>.
- Sverke, M., & Hellgren, J. (2002). The Nature of Job Insecurity: Understanding Employment Uncertainty on the Brink of a New Millennium. *Applied Psychology, 51*(1), 23–42. <https://doi.org/10.1111/1464-0597.0077Z>.
- Sverke, M., Hellgren, J., Näswall, K., & Chirumbolo, A. (2004). *Job Insecurity and Union Membership: European Unions in the Wake of Flexible Production* (Vol. 42). P. I. E. Peter Lang.
- Sverke, M., Låstad, L., Hellgren, J., Richter, A., & Näswall, K. (2019). A Meta-Analysis of Job Insecurity and Employee Performance: Testing Temporal Aspects, Rating Source, Welfare Regime, and Union Density as Moderators. *International Journal of Environmental Research and Public Health 2019, Vol. 16, Page 2536, 16*(14), 2536. <https://doi.org/10.3390/IJERPH16142536>.
- Thurlings, M., Evers, A. T., & Vermeulen, M. (2015). Toward a Model of Explaining Teachers' Innovative Behavior. <Http://Dx.Doi.Org/10.3102/0034654314557949>, 85(3), 430–471. <https://doi.org/10.3102/0034654314557949>.
- Tolić, I., Sabljčić, D., & Sabljčić, T. (2022). Innovation As A Process. *APEIRON: A Journal for Ancient Philosophy and Science, 23*(1). <https://doi.org/10.7251/EMC2201237T>.
- Utomo, H. J. N., Irwantoro, I., Wasesa, S., Purwati, T., Sembiring, R., & Purwanto, A. (2023). Investigating The Role of Innovative Work Behavior, Organizational Trust, Perceived Organizational Support: An Empirical Study on SMEs Performance. *Journal of Law and Sustainable Development, 11*(2), e417. <https://doi.org/10.55908/sdgs.v11i2.417>.
- Van Hootegeem, A., Grosemans, I., & De Witte, H. (2023). In need of opportunities: A within-person investigation of opposing pathways in the relationship between job insecurity and participation in development activities. *Journal of Vocational Behavior, 140*. <https://doi.org/10.1016/J.JVB.2022.103825>.
- Van Hootegeem, A., Niesen, W., & De Witte, H. (2019). Does job insecurity hinder innovative work behaviour? A threat rigidity perspective. *Creativity and Innovation Management, 28*(1), 19–29. <https://doi.org/10.1111/CAIM.12271>.
- Vander Elst, T., De Witte, H., & De Cuyper, N. (2014). The Job Insecurity Scale: A psychometric evaluation across five European countries. *European Journal of Work and Organizational Psychology, 23*(3), 364–380. <https://doi.org/10.1080/1359432X.2012.745989>.

- Wang, D., Li, X., Zhou, M., Maguire, P., Zong, Z., & Hu, Y. (2019). Effects of abusive supervision on employees' innovative behavior: The role of job insecurity and locus of control. *Scandinavian Journal of Psychology*, 60(2), 152–159. <https://doi.org/10.1111/SJOP.12510>.
- Witte, H., Cuyper, N., Elst, T. V., Vanbelle, E., & Niesen, W. (2012). Job Insecurity: Review of the Literature and a Summary of Recent Studies from Belgium. *Romanian Journal of Applied Psychology*, 14(1), 11–17.
- Yang, X., Cai, X., & Cai, J. (2024). The effect of the tenure track on faculty member's job insecurity and innovative work behavior. *Higher Education*, 1–20. <https://doi.org/10.1007/S10734-024-01194-1/METRICS>.
- Yousaf, Z., Javed, A., & Badshah, W. (2024). Unlocking the Power of Minds: Understanding the Interaction of Organizational Culture, Innovative Work Behavior, and Emotional Intelligence for Improved Employee Performance. *Journal of the Knowledge Economy*, 1–17. <https://doi.org/10.1007/S13132-024-01831-1/METRICS>.

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>).