

# Does Perceived Job Insecurity Affect Mental Health? Evidence from the 2021 Chinese General Social Survey

Team Kish

## Introduction

With rising global competition, industrial shifts, and economic recessions, an increasing number of employees face concerns about layoffs. The instability and unpredictability of labor markets impose significant psychological burdens on workers, often resulting in adverse health outcomes linked to job insecurity. Understanding the relationship between job insecurity and health is crucial for informing interventions aimed at improving workers' well-being. Previous research has established a connection between perceived job insecurity and poor health outcomes. After accounting for demographic, socioeconomic, and job characteristics, as well as prior health conditions, perceived job insecurity was found associated with deteriorating health among U.S. workers (Burgard et al. 2009). Similarly, McDonough (2000), using a national sample of Canadian adults, reported that high levels of job insecurity lead to lower self-rated health, increased psychological distress, and increased use of medication for symptom relief.

This study investigates the impact of perceived job insecurity on self-rated mental health using data from the 2021 Chinese General Social Survey (CGSS), a nationally representative sample. Employing structural equation modeling, we examine the relationship between the latent construct of perceived job insecurity and various measures of mental well-being. We hypothesize that perceived job insecurity will be negatively associated with these mental well-being indicators, suggesting potential detrimental effects of perceived job insecurity on psychological health measures.

H1: Perceived job insecurity will be negatively associated with self-rated mental health.

H2: Perceived job insecurity will be negatively associated with self-rated mental health among different

H3: Perceived job insecurity will be negatively associated with self-rated mental health among different

## Data and Methods

### Data

CGSS

### Measures

job insecurity: how to measure, 5;

mental health: how to measure, 3;

control variables: which variables, 2;

## Analytical approach

model; estimator: “WLSMV”, why?; which parameter (coefficient); MGA: how to do, which statistics?

## Results

### Descriptive statistics

Table 1: Weighted descriptive statistics (N = 993)

Variable	Mean (SD) / Percent
<b>Weekly work hours</b>	49.92 (16.15)
<b>Type of work contract</b>	
Infinite Term	26.0%
Fixed Term	40.5%
No Contract	33.5%
<b>Work autonomy</b>	
Completely Controlled By Self	13.2%
Mainly Controlled By Self	51.0%
Mainly Controlled By Others	22.5%
Completely Controlled By Others	13.2%
<b>Job satisfaction</b>	
Very Satisfied	12.1%
Satisfied	50.0%
Neutral	30.7%
Dissatisfied	5.2%
Very Dissatisfied	2.0%
<b>Work stress</b>	
Rarely	41.0%
Sometimes	32.9%
Often	17.7%
Always	8.3%
<b>Feel depressed</b>	
Always	0.8%
Often	3.7%
Sometimes	20.5%
Rarely	28.6%
Never	46.4%
<b>Feel happy</b>	
Never	0.7%
Rarely	3.1%
Sometimes	13.1%
Often	61.2%

Always	21.8%
<b>Health affects work/daily life</b>	
Always	0.2%
Often	1.8%
Sometimes	9.9%
Rarely	24.7%
Never	63.4%
<b>Sex</b>	
Female	45.4%
Male	54.6%
<b>Party membership</b>	
Non-CCP	86.9%
CCP	13.1%

### Job insecurity and mental health

Table 2: Structural equation model results for the relationship between perceived job insecurity and mental health

	Estimate	Std. Err.	z	p
<u>Factor Loadings</u>				
<u>Perceived job insecurity</u>				
Weekly work hours	1.00 <sup>+</sup>			
Type of work contract	−0.01	0.01	−0.49	0.624
Work autonomy	0.02	0.01	1.88	0.060
Job satisfaction	0.14	0.02	6.75	0.000
Work stress	0.13	0.02	6.85	0.000
<u>Mental health</u>				
Feel depressed	1.00 <sup>+</sup>			
Feel happy	0.64	0.06	11.65	0.000
Health affects work/daily life	0.93	0.08	12.32	0.000
<u>Regression Slopes</u>				
<u>Mental health</u>				
Perceived job insecurity	−0.11	0.02	−6.60	0.000
<u>Fit Indices</u>				
$\chi^2$ (df)	102.92			
CFI	0.94			
TLI	0.91			
RMSEA	0.07			
Scaled $\chi^2$ (df)	130.71(19)			0.000

<sup>+</sup>Fixed parameter

### job insecurity and mental health among different sex categories

Table 3: Structural equation model results for the relationship between perceived job insecurity and mental health among different sex categories

	0		1	
	Estimate	Std. Err.	Estimate	Std. Err.
	<u>Factor Loadings</u>			
<u>Perceived job insecurity</u>				
Weekly work hours	1.00 <sup>+</sup>		1.00 <sup>+</sup>	
Type of work contract	0.03	0.02	−0.02	0.02
Work autonomy	0.00	0.02	0.03**	0.01
Job satisfaction	0.18***	0.05	0.13***	0.03
Work stress	0.17***	0.04	0.14***	0.03
<u>Mental health</u>				
Feel depressed	1.00 <sup>+</sup>		1.00 <sup>+</sup>	
Feel happy	0.59***	0.07	0.66***	0.08
Health affects work/daily life	0.93***	0.11	0.88***	0.09
	<u>Regression Slopes</u>			
<u>Mental health</u>				
Perceived job insecurity	−0.15***	0.04	−0.10***	0.02
	<u>Fit Indices</u>			
$\chi^2(df)$	125.32			
CFI	0.93			
TLI	0.90			
RMSEA	0.07			
Scaled $\chi^2(df)$	156.47(38)***			

<sup>+</sup>Fixed parameter

\* p<0.1, \*\* p<0.05, \*\*\*p<0.01

## job insecurity and mental health among different party memberships

## References

- Burgard, S. A., Brand, J. E., and House, J. S. (2009), “Perceived job insecurity and worker health in the United States,” *Social Science & Medicine*, 69, 777–785. <https://doi.org/10.1016/j.socscimed.2009.06.029>.
- McDonough, P. (2000), “Job Insecurity and Health,” *International Journal of Health Services*, 30, 453–476. <https://doi.org/10.2190/BPFG-X3ME-LHTA-6RPV>.