



SCHOOL OF COMPUTING

SESSION 2020/2021 SEMESTER 1

COURSE CODE

UHMT1012 – Graduate Success Attributes

LECTURE'S NAME

Dr Leong Hong Yeng

ASSIGNMENT – CASE STUDY

TITLE

COVID-19: WHAT IS JOB SECURITY?

NAME

Chloe Racquelmae Kennedy

METRIC NUMBER

A20EC0026

SECTION

INTRODUCTION

A health predicament had transpose into a monetary predicament earlier this year. We centre around the period from the beginning of 2020 through March when the Covid-19 started spreading into different nations and markets. The reaction to the Covid-19 pandemic features the suspense between health and economy. Covid-19 smothered the financial industries and affected the job security.

Job security is the condition of having an employment that is secure and unlikely to be terminated (Lexico.com, n.d.). In other words, job security is a feeling of affirmation that an employee will stay utilized for a foreseen period of time.

Despite the fact that many individuals take a gander at how work is something to fear and stressful, most would still state that they acknowledge the sense of security and secure that accompanies realizing they have a career and a constant paycheck. For instance, they have an agreement or are guaranteed by labour enactment. Predominantly, those working in medical, education, law implementation and government have the most significant levels of job security (Andrew Clark, 2005). Among the professions with the least job security are those in striving enterprises: incompetent workers, dishwashers, and cleaners (Hamlin, 2018). In the US, crossing guards have the lowest job security and the highest unemployment rate with only 18.7% (Stebbins, 2020). Still, regardless of whether you are a guard or a CEO, there is consistent worry and burden about the possibility of that employment vanishing abruptly (Hamlin, 2018).

The crisis of Covid-19 has expanded the health hazards of working in the factories or office, causing employees to carry out their duties remotely. According to Senior Minister (Security Cluster) Datuk Seri Ismail Sabri Yaakob, there was three new clusters emerged from workplace in Klang Valley on October 18, so companies are urged to allow employees work from home (Dawn Chan, 2020). Furthermore, between 10-11 of March 2020, Zenefits conducted an online survey on 1101 full time employees in United States companies, and this survey showed that in large companies, 58% of employees are encouraged to work from home due to coronavirus (Noyes, 2020).

In short, the spreading of virus has severely affected the world economy. This economic downturn leads to problems such as unemployment and has triggered the job security among individuals as they feel their positions may be questionable. At this point, job security is more important than any time in recent memory.

CAUSES OF PROBLEMS

The spread of the Covid-19 pushed the worldwide economy to the brink of collapse. To start with, the spread of the virus urged social distancing which prompted the closure of financial business, corporate workplaces, and organizations. Although most of the business sectors allow employees to work remotely but this advantage was not available for everyone. This Covid-19 pandemic left organizations in certain ventures, such as food manufacturing company, with a decision between discontinuing manufacturing or proceeding with the risk of infected by the virus. Unlike other fields, such as software engineering, there was a third choice: having employees work from home.

Factories that are forced to close because of this pandemic face a very critical state as they need to deal with financial crisis. For example, rentals, electricity bills and workers' salary. In extra severe positions, some of them need to deal with expired food products as not many people are shopping and buying groceries as usual. This situation triggered those organisations to sack workers as they are unable to afford such huge loss. Thus, the unemployment rate in Malaysia hits its second highest of 5.3% since 1989 (5.7%) (Razak, 2020).

Other than that, some employees who work from home felt that working remotely will decrease the productivity. This is because working at an office with individuals who share the same intentions can be an inspiration and motivation to each other. As self-inspiration works to a limited degree, here is where external inspiration plays its part. The absence of encouragement can make workers struggle proceeding with work. In the long run, when one is placed in a pressurized spot, it will further dangers the ideal business results (Ikram, 2020).

Distant work carries alongside the advantage of a decent work-life balance. Many feel that working at home benefits them with more opportunity to be for their family. Yet, there is a whole other world to this image. Workers felt distracted as they are unable to centre their focus while working. It usually ends up being exceptionally troublesome with the interruptions of family members. According to a survey distributed by Glassdoor, watching television recorded as the top distraction with 32% and childcare at home was one of the distraction with 27% (Glassdoor Team, 2020). Few out of every odd family can give great working conditions as an office space does.

Moreover, the outstanding rate at which the disease was spreading, and the uplifted vulnerability about how terrible the circumstance could get, prompted the importance of health

and safety in utilization and investment among financial specialists, and global trade accomplices (Ozili, 2020). This cause employees working in international sectors find it tough to search for a breakthrough because of the reduction in global demand render them to not being able to involve in any worldwide monetary. Loss of focus and aims in career makes them worry more about their future as most of them are the only financial support to the family.

The loss of job security and unemployment also affected the wellbeing of most people especially in the aviation and tourism which would take months or even years to recover. There was a case reported where the pilot decided to commit suicide after being terminated by the company as he was unable to cope with the current pressure and situation (The Star, 2020). In addition to that, temporary employees are constantly torment with their job, as they are afraid that they might receive news of being dismiss from work and they do not have any other backup plans. This results in employees suffered tremendous crippling anxiety and depression.

Lastly, behind the eerie scene of empty street and shuttered business are people who suddenly have to figure out how they will pay the bills. People with low incomes who could not work from home are in a pretty tight spot. In a bid to curb the spread of virus, it has hit employees like never before with pay cuts, layoffs, unpaid leaves as in India, PM Narendra Modi appealed all the firms to cope with the situation and not to sack staff (THEPRINT TEAM, 2020).

RESOLUTIONS FOR PROBLEMS

In spite the fact that it could be hard to conquer the difficulties that influence your job security, for example, organization financial issues, you can secure your career by situating yourself well from the beginning so you would not be the priority when it comes to expel staff, regardless of what occurs. This starts with understanding your company, goals and how you can help achieve those objectives. You should likewise meet with your manager consistently to examine your needs, aims and progress in accomplishing them (Hamlin, 2018).

Turning out to be irreplaceable requires surpassing anticipation. Your job security is riding on your position inside a team, so chip away at making yourself a specialist in something and never quit learning and creating. Endeavor to complete your best work each day yet be open to criticism and constructive feedback as well. Be trustworthy, dedicated, flexible (adjust your work performance) and supportive to other people. This could help you to increases efficiency and there will be a higher possibility that you can endure whatever comes in your way (Hamlin, 2018).

For those who are sacked and unemployed, you should create start-up and not be choosy in job and salary, as long as you receive income every month that could help you to pay your bills. Additionally, there are variety of jobs available now such as Grab food and Foodpanda where you just need to have a motorcycle, register as a rider online, wait for the approval and you got yourself a job. If you only have a car, you could be a runner. A runner is a person who helps to do grocery shopping, pay bills, and post parcels.

Organizations could help each other by giving discount in rents, household payments and delaying settlement for taxes. Besides, a great boss could support staff through tough times by acknowledging their efforts and compliment them publicly. Praises could be a motivation to employees to help them enhance their talents. In return, the specialty of each employees would be noticed and make them indispensable in the company. We should also appreciate the time with family as we work from home, while those who are alone, it is a good time to spend some quality time to care for yourselves like reading a book or watching a movie.

Apart from that, rather than fretting over transient issues, bothering about bills, and worrying over about their future with the organization, employees can unwind and perform their best work (ENME, 2017). They could focus on their profession by becoming a lifelong learner, realizing how to learn and follow up to changes. As the world changes, we need to

accept the mindset and attitude that we are students forever. Reflect and evaluate on your performance, picking up new knowledge and furnish your skills. These could bring you to a higher level and make yourself a more appealing candidate compared to others when you are seeking for something new.

When you sense difficulties and suspect that despite your earnest attempts, your situation is not as secure as you imagined. The right thing to do is think about the situation dispassionately by asking yourself: is there a main problem, or did you simply have a terrible day? If you do, it is an ideal opportunity to make a move. Agonizing over your position would not cushion the blow, so plan for a conceivable unemployment. Make a financial plan and begin downsizing on your expenditures to prepare an emergency fund. Most significant, start preparing to look for a new position by updating your resume and build an active network. Begin doing some research on the positions that are accessible, and what they require. The more ready you are to get another line of work if something occurs, the less likely it is to affect your life (Hamlin, 2018).

As the freelance economy developing rapidly, turning into a businessman is easier than any time, particularly with websites and apps like Shopee, Carousell and Etsy to sell items. If you wish to start a business, you could begin by becoming an agent or stockist. For example, an agent for EllezaraChocolate (melted Cadbury cookies and moist cake), you could order a minimum amount of the goods and sell it to your friends and families. After all the stocks are sold, you could restock again. This job is considered risk free as you do not need to buy a huge quantity beforehand and pile up stocks at home. You could also be an entrepreneur by starting your online business. Conducting live on Facebook or Instagram to sell and promote products is definitely the way to go. By marketing your products online, you are able to reach out to more customers compared to a retail shop. Plus, the rental is free as you could work at the comfort of your home.

Nonetheless, we still need to put our health and safety first by following the SOP to avoid any contact with covid-19 patients and keep clean in all time. Exercise to keep fit and having a positive mindset are essential. This is because attitude in life influences our lives. Learn from mistakes, continue to work hard and motivate ourselves could help us improve in numerous aspects.

SELF REFLECTION

The outbreak of covid-19 had brought chaos to the world. Everyone was overwhelmed by the challenges as our lives have been influenced completely by this pandemic. We have been battling to discover approaches to solve the problems. This had taught me to be an understanding person towards the society as everyone are striving hard to play their role in coping with this coronavirus pandemic and recovering the country's economy.

Be an independent person is one of the things I discovered from this study. In challenging times, we must be able to adapt and learn new things on our own. This is because independence could embed confidence in us to deal with any difficulties. I could also rely less on others and capable to go through troubles without others help.

Burden and tensions are crested by the dread of contracting with the virus as we see every day the increase in quantities of affirmed positive cases from Covid-19. I see numerous people around me who have lost positions. Occupations that have continued them and their families just vanished in a blink of an eye. Therefore, I realized that it is vital for us to have a backup plan and stay positive no matter what happens in life. I also learned that I should always lend a helping hand to those who are needy. Especially in this moment where countless individuals are experiencing suffer and hurt, I should volunteer in more charities and donations to provide assistance to the community.

Through this study, I learned to understand the feeling of appreciation for the individuals who are proceeding the forefront fight against this infection as they are risking their lives to spare others. Also, for each individual who keep on leaving their homes every day, jeopardizing their own wellbeing, just to keep us safe and support us financially. I also begin to cherish the presence of families and companions through the lockdown period at home.

Last but not least, every cloud has a silver lining, I believe that we should not waste this moment of crisis by creating new job opportunities so that the economy could recover rapidly and we are able to overcome this pandemic together and excellent outcomes will arise through the distress and agony.

References

- Andrew Clark, F. P.-V. (2005, February). Job Security and Job Protection . *Discussion paper No. 1489*.
- Bortz, D. (n.d.). *Why job security matters to both workers and business*. Retrieved from MONSTER: <https://www.monster.com/career-advice/article/job-security-pay-raise-0929>
- Daud, N. B. (2017). JOB SECURITY AND WELL-BEING AMONG PRIVATE WORKERS IN MALAYSIA. *Journal of Technology Management and Business (ISSN: 2289-7224) Vol 04, No 01, 2017*, 14.
- Dawn Chan, K. P. (2020, October 18). *Government urges employers to allow staff to work from home*. Retrieved from NEW STRAITS TIMES: [https://www.nst.com.my/news/nation/2020/10/633304/government-urges-employers-allow-staff-work-home#:~:text=KUALA%20LUMPUR%3A%20Employers%20have%20been,Movement%20Control%20Order%20\(CMCO\)](https://www.nst.com.my/news/nation/2020/10/633304/government-urges-employers-allow-staff-work-home#:~:text=KUALA%20LUMPUR%3A%20Employers%20have%20been,Movement%20Control%20Order%20(CMCO)).
- ENME. (2017, December 11). *Why is employee job security so important to company success?* Retrieved from ENME: <https://www.enmehr.com/en/blog/why-is-employee-job-security-so-important-to-company-success/>
- Glassdoor Team. (2020, March 23). *New Survey: COVID-19 & Employee Sentiment on Changing Workforce*. Retrieved from Career Advice, In the News, Insights: <https://www.glassdoor.com/blog/new-survey-covid-19/>
- Hamlin, K. (2018, August 9). *What is Job Security?* Retrieved from Career Trend: <https://careertrend.com/about-5470562-job-security.html>
- Ikram, L. (2020, November 4). *Disadvantages Of Working From Home*. Retrieved from Vintage Circle: <https://blog.vantagecircle.com/disadvantages-of-working-from-home/>
- Jenna M. Wilson, M. J. (2020). Job Insecurity and Financial Concern During the COVID-19 Pandemic Are Associated With Worse Mental Health. *Journal of Occupational and Environmental Medicine: September 2020 - Volume 62 - Issue 9 - p 686-691*, 6.
- Lexico.com. (n.d.). *job security*. Retrieved from UK DICTIONARY: https://www.lexico.com/definition/job_security

Noyes, J. (2020, March 11). *Survey: 42% of Employees Worried About Job Security Due to Spread of Coronavirus*. Retrieved from <https://www.zenefits.com/workest/survey-42-of-employees-worried-about-job-security-due-to-spread-of-coronavirus/>

Ozili, P. a. (2020). Spillover of COVID-19: Impact on the Global Economy. *MPRA Paper No. 99850*.

Popov, V. (2020, May 18). How to Deal with a Coronavirus Economic Recession? *MPRA Paper No. 100485*.

Razak, M. Y. (2020). *Table A: Principle Indicator of Labour Force, Malaysia, 1982 - May 2020*. Retrieved from Key Statistics of Labour Force in Malaysia, May 2020: <file:///C:/Users/MSI/Downloads/Labour%20Force%20Malaysia,%20May%202020.pdf>

Stebbins, S. (2020, February 11). *Despite low unemployment, these occupations still have the worst job security*. Retrieved from USA TODAY: <https://www.usatoday.com/story/money/2020/02/11/jobs-with-the-worst-job-security/41157091/>

The Star. (2020, August 5). Retrieved from Pilot commits suicide in Serdang after losing job : <https://www.thestar.com.my/news/nation/2020/08/05/pilot-commits-suicide-in-serdang-after-losing-job>

THEPRINT TEAM. (2020, April 15). *Can Modi govt ask companies not to sack workers due to Covid crisis or should firms decide?* Retrieved from ThePrint: <https://theprint.in/talk-point/can-modi-govt-ask-companies-not-to-sack-workers-due-to-covid-crisis-or-should-firms-decide/402369/>