



Influence of Job Insecurity and Attitude of Youth Towards Illegal Migration on Psychological Well-Being of the Society

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Abstract

Psychological well-being is the combination of feeling good and functioning effectively, also is about life going well. It is when the individual is happy as well as productive and always ready to take challenges, they have psychological wellbeing balance. The purpose of this study was to examine the influence of job insecurity and attitude of youth towards illegal migration on psychological well-being of the society. A descriptive survey design was adopted for the study. The population of the study consist of two hundred and forty-five participants which comprised one hundred and forty-five final year students, fifty employed youths, fifty unemployed youths from various universities, youths workers, unemployed youths in Oyo and Ekiti State. Structured questionnaires were administered to elicit information from the target respondents. To achieve the objectives of the study, four hypotheses were formulated and tested. The data was analyzed using independent t-test and regression analysis. The result of the study revealed that there is a significant influence of job insecurity on psychology well-being $t(196) = -3.879, p < 0.05$. Also, there was no significantly influence of attitude of youth towards illegal migration on psychological well-being $t(196) = 1.762, p > 0.05$. Therefore, job insecurity has a significant influence on psychological well-being while attitude of youth towards illegal migration did not significantly influence psychological wellbeing $F(3,191) = .177, p > 0.05$. The result also revealed that there is a significantly gender difference of youth towards illegal migration on psychological well-being being of the society $t(196) = -2.039, p < 0.05$. In conclusion, job insecurity significantly influences psychological well-being and that gender differences in youth towards illegal migration can significantly affect psychological well-being. Based on the above findings, it was recommended that government and organizations should consider implementing measures to reduce job insecurity among employees to promote better psychological well-being.

Keywords: Job insecurity, illegal migration and psychology well-being

Introduction

Psychological well-being means a perfect balance in all respects in an individual's life. A person can easily deal with any problem in their life and maintain a positive outlook on the world. They are usually proactive-minded and welcome others with a heart full of happiness and warmth. Psychological well-being is the combination of physical, mental, and social aspects of any individual. Physical well-being refers to how physically fit they are, which can be determined by their sleeping habits, amount of exercise, drinking habits, smoking habits, and so on. Mental wellbeing shows the individual's ability to handle stress and have a positive attitude towards life. Social wellbeing means how much the person is socially acceptable in a group, so their positive and supportive social nature will help with their social well-being. In the field of psychology, most researchers agree that well-being indicates optimal psychological functioning and experience in life (Ryan, 2001).

According to (Huppert, 2009), "Psychological well-being is about life going well. It is the combination of feeling good and functioning effectively. When the individual is happy as well as productive and always ready to take challenges, they have psychological wellbeing balance. Positive emotions and feelings of happiness are not the major components of PWB. Subjective well-being is another term for this aspect of psychological well-being (Diener, 2000). Although it is necessary for overall PWB, only subjective well-being is not enough. The first one is hedonic, which concerns subjective well-being and is mainly related to happiness, satisfaction, or positive emotions, and the second one is eudemonic, which is talk about the connection between psychological well-being and human potential. Psychological well-being can increase with age, education, extraversion, and consciousness and decrease with neuroticism (Keyes et al., 2002).

Ryff (1989) proposed a psychological well-being model that consists of six different aspects of positive functioning, namely autonomy, environmental mastery, personal growth, purpose in life, positive relations with others, and self-acceptance. My decisions are not usually influenced by what everyone else is doing (autonomy). I often feel overwhelmed by my responsibilities (Environmental Mastery). For me, life has been a continuous process of learning, changing, and growth (Personal Growth). I know that I can trust my friends, and they know that they can trust me (Positive Relations with Others). I sometimes feel as if I've done all I needed to do in life (Purpose of Life), and I like most aspects of my personality (Self-Acceptance). Many studies have found that those who effectively manage their daily affairs or stress appear to have higher levels of positive psychological wellbeing (Chida & Steptoe, 2008; Collins, Gleib, & Goldman, 2008). Stress management is highly correlated with higher levels of positive PWB. Bewick et al. (2010) showed that during the first year at university, students' psychological wellbeing changed significantly over time. Their psychological well-being decreased from the start of the programme to the first year, then increased in the second year.

Clark et al. (2012) have suggested that the association between life satisfaction and age is best described as an inverted U shape whereby both young and older adults report the highest levels of well-being in comparison to mid-life individuals. Kaplan et al. (2008) argued that while increasing age, the purpose of life decreases and environmental mastery increases. Personal growth was high at a young age. Another study by Ryff and Keyes (1995) suggested that in elderly people, the dimension of personal growth is decreasing, but mastering the environment and autonomy will increase along with age. Self-acceptance and positive relationships with others seem to be constant in ages, and dimensions are affected by age. In contrast, Green et al. (2001) discovered that males score higher on personal growth and feelings of self-acceptance than females. Another study showed that women had more positive relations with others as compared to men in PWB (Lindfors et al. 2006).

The concept of job insecurity has been defined in different ways. Many studies have adopted a global view, in which job insecurity is conceived as an overall concern about the continued existence of the job in the future (see e.g. Van Vuuren, 1990, pp. 16–19; Hartley, Jacobson, Klandermans, & Van Vuuren, 1991). These authors have developed measures sharing a unitary content domain, related to the continuation of the “job as such”. Others consider job insecurity as a multifaceted concept, encompassing aspects such as the perceived threat to various job features and the individual’s ability to counteract these threats (see e.g. Ashford, Lee, & Bobko, 1989; Rosenblatt & Ruvio, 1996).

In this article, Van Vuuren’s definition of job insecurity as an overall concern is adopted (VanVuuren, 1990). She emphasizes that job insecurity has three components. First of all, it is a subjective experience or perception. The same situation might be perceived differently by different employees: Some will feel insecure when there is no objective reason to, while others may feel secure when their job is in fact threatened.

Job insecurity also implies uncertainty about the future: For the person concerned it is uncertain whether he/she will be able to continue to work, or whether he/she will be made redundant. This situation is different from the certainty of being made redundant. In the latter case the future is clear and the person can start preparing for redundancy and future (un)employment. Finally, doubts about the continuation of the job as such are central to job insecurity in Van Vuuren’s definition. Uncertainty about the continued existence of the content or specific aspects of the job (such as a change of income or position within the company) are not part of the concept of “job insecurity” in this study.

The Platform for International Cooperation on Undocumented Migrants (PICUM, 2015) notes that the terms “illegal” and “irregular” migration have been indifferently used by both state and non-state organizations depending on the context of the

situation. According to Morehouse and Blomfield (2011), the term “illegal” is considered problematic by many humanitarian organizations because the adjective has a negative connotation and suggests an involvement in a crime.

Thus, the European Union Parliamentary Assembly (2006) issued Resolution 1509 to address issues related to the human rights of irregular migrants. It states that the parliament prefers to use the term “irregular migrant” rather than “illegal migrant” or “migrant without papers” as this term is more neutral and does not carry, for example, the social stigma of the term “illegal”. It is also the term increasingly favored by international organizations working migration issues. The resolution further states that “illegal” is preferred when referring to status or process, whereas “irregular” is preferred when referring to a person. Hence, this study sustains the term illegal migration abroad because it examines the process that irregular migrants choose to make their journey abroad. The objective focuses on investigating and understanding the economic and risk perceptions that motivate Port Harcourt City (PHC) youths to take the illegal route of traveling abroad through the Sahara Desert and across the Mediterranean Sea.

A study conducted by the International Organization for Migration (IOM, 2017) shows that international migration from countries in sub-Saharan Africa to Europe and the United States has grown dramatically in the past decade. However, the study further notes that the proportion of emigrants relative to Africa's total population is one of the lowest in the world, and the numbers of African nationals arriving irregularly by sea to Italy in 2016 represented a very small share of the total migrant population in the country. Similarly, United Nations Human Development Report (2004, cited in Edwards, 2005) shows that the Middle East region recorded the world's highest share of the irregular migrant population, with Qatar, United Arab Emirates, Kuwait, and Jordan emerging as the top ten countries.

Okunade (2018) shows in his work that the movement across the Sahara Desert endangers the life of migrants, due to the series of attacks and humiliating treatment by smugglers and pirates on these transit routes. The UNHCR (2015) and the IOM (2017) note that the movement from Africa to Europe has attracted more global attention since the outbreak of the so-called migrant crisis in 2015. In this sense, it pertains to the period in 2015 where many migrants arrived in Europe through Italy and Spain, across the Sahara Desert and the Mediterranean Sea.

Furthermore, the report shows that migrants of Nigerian descent top the list of sub-Saharan African countries whose nationals reach Italy by sea, from where they move to other parts of Europe. *Missing at the Borders* (2020) reports that this unsafe journey often puts migrants in dire and unfortunate situations as boat mishaps in the Mediterranean Sea leaves many dead and injured, thereby creating an additional burden to the member crossing the Mediterranean Sea to Europe will positively influence the economic fortune of the family.

In Nigeria, several publications have shown that environmental degradation resulting from decades of oil exploration around Port Harcourt and the Niger Delta at large has been a major cause of violence, and youth restiveness, resulting in the forced migration of many families. Akpan and Akpabio (2003), and Jike (2004) note that productive lands and rivers that families depend on for their daily livelihoods have been lost due to years of oil exploration activities and spillage in the region, resulting in rising unemployment, and violence. Hence, many youths have been forced to leave their primordial homes in search of greener pastures abroad, while some have become environmental refugees. Bates (2002) notes that a degrading environment seriously affects the quality of life and has a direct influence on human migration. International Organization for Migration (2010), International Council on Human Rights Policy (2010) and Vollmer (2011) define that irregular migration is relocation that happens violating the current standards and strategies set up by

nations to manage movement of migrants into and out of their territories. It is additionally characterized as the movement that happens outside the administrative standards of the sending, travel and accepting countries (Teshome et, al., 2013).

From the viewpoint of goal nations, irregular migration is illegal entry, stay or work in a nation, implying that the transient does not have the important approval or reports required under migration directions to enter, live in or work in a given nation and from the point of view of the source nation, the inconsistency is seen, for example, in cases in which individuals cross a universal limit without legitimate international ID or travel record or does not satisfy the regulatory necessities for leaving the country (United Nations, 2011).

Youth attitude towards illegal migration occurs when feeling of despair and frustration leading to social disconnection like isolation, loneliness, exacerbate mental health issues trauma and exploitation. Illegal migration involves dangerous journeys and potential exploitation, youth may face traumatic experience during migration, leading to conditions like PTSD (Post - Traumatic Stress Disorder) and other psychological disorders.

The combined effect of job insecurity and attitude of youth towards illegal migration on psychological well-being can prevalence of mental health disorders in society, affecting not only individuals directly involved but also their families and communities. Mental health issues can impair individuals' ability to work effectively, leading to reduced productivity in the work force; this, in turn, can hinder economic growth and development.

Persistent job insecurity and widespread illegal migration can create social unrest and dissatisfaction within the communities. This unrest can manifest in various ways, including increased crime rates and social conflicts, further deteriorating the psychological well-being of the society. When young people perceive their future job

prospects as uncertain or unstable, they may be more inclined to consider illegal migration as a viable option.

Comprehensive strategies, including creating more stable job opportunities, investing in education and skill development, and fostering a positive environment that discourages illegal activities. By improving economic prospects and providing support systems, societies can enhance the psychological well-being of their members and discourage attitudes that promote illegal migration.

The term ‘immigrant’ is often conflated by the public, and in the media, to describe people who are in very different circumstances including people seeking asylum and ethnically and racially minoritised communities (Anderson and Blinder, 2019). The United Nations (UN, 2021) defines the term ‘migrant’ to be any person who changes their country of residence and stays for at least one year. There is no legal definition of being a migrant and the term may be used to refer to people who have migrated under very different circumstances, including those who come as refugees.

This article’s discussion is located within the UK’s current and past political response to immigration. The 2012 ‘Hostile Environment’ policy agenda was enacted through the 2014 and 2016 Immigration Acts, but such an approach is not new to the UK’s response to immigration, which developed directly out of the end of the Empire. It reflects a drive to control the movement of racialised and dispossessed diaspora by presenting a myth of a racially inclusive Britain, while preserving a claimed ‘white’ Britishness and by implication a racially ordered narrative of citizenship (Byrne, 2014; El-Enany, 2020).

In recent years there has been a rise in nationalist rhetoric that constructs ‘them’ (the Other) as a threat to the nation and ‘those people who can claim an “authentic” national identity’ (May et al., 2020: 1056). In the UK this was evident in the vote to leave the European Union (EU) in 2016, which, it has been argued, was linked to

concerns about immigration, multiculturalism and ethnic diversity (Clery et al., 2017; Valluvan and Kalra, 2019). The campaign organisation, Stop Hate UK (2017), reported an increase in racially targeted hate crimes in the three-month period following the Referendum on EU membership.

Measuring Attitudes towards Immigration and Immigrants

Attitudes are closely related to values and beliefs and it is generally accepted that they are acquired behavioural dispositions (Inglehart, 2010). Developing a survey involves defining and translating concepts and issues into a form that is measurable (De Vaus, 2013). In high-quality surveys, questions and response options are usually pretested to improve validity and reliability (Collins, 2003; Presser et al., 2004). A number of factors may affect the answers given by survey respondents including: interviewer effects (relating to the interaction between respondent and interviewer); the wording and ordering of the questions and response options; acquiescence bias; primacy or recency effects and response fatigue (Bryman, 2018; Lavrakas, 2008). Following on from Tourangeau's (1984) discussion about how respondents engage in four cognitive operations when assessing survey items (comprehension, recall, judgement and response), Holbrook et al. (2003: 82) state that 'a respondent must interpret the meaning and intent of each question, retrieve all relevant information from memory, integrate that information into a summary judgment, and report that judgment accurately'. Many social surveys are conducted by an interviewer and so there is a dialogical nature to survey questions. The questions are meaningful because the words invoke a particular social imaginary, both for the interviewer and the respondent (De Vaus, 2013). Of particular importance here is satisficing theory (Krosnick, 1991), where, due to the cognitive effort involved in answering a survey question, the respondent circumvents the cognitive process to provide an answer that would seem plausible to the interviewer.

This can be problematic because discourse both reflects and creates meaning, therefore particular discursive formations can become dominant (Edley, 2001). In relation to questions about immigration specifically, respondents may draw upon easily available discursive formations that they have acquired from their social networks, media and political discourse, as a means of shortcutting the cognitive process. Findings from experimental research may support this argument. For example, Sturgis and Smith (2010) asked participants about their views on a number of fictitious issues and found that respondents were willing to provide their views. The authors argued that when respondents have a limited understanding of a question there is a potential for them to draw upon dominant discourses. Furthermore, an experimental study by Miura and Kobayashi (2016), conducted with Japanese participants found that people who were likely to strongly satisfice when answering survey questions gave more stereotypical responses about immigrants. It could be that respondents are drawn to the stereotypes of such people that often dominate the media and political campaigns.

Research by Blinder (2015) has shown that in the UK when respondents answered questions about immigration they were most likely to be thinking of asylum seekers. Survey respondents have also been shown to overestimate the number of migrants who live in their local area and to overestimate the number of prisoners who were born in a foreign country (Ipsos MORI, 2017; ONS, 2014).

These research findings may reflect the widespread media coverage of the issues of immigration and asylum seeking during this period including the so-called 'refugee crisis' (Agustín and Jørgensen, 2019). The findings also suggest that wider discourses have the potential to influence survey responses.

Statement of the Problem

Job insecurity creates a constant state of stress and anxiety among individuals, affecting their mental health. Fear of losing a job or not finding stable employment

can lead to chronic stress, which, over time, takes a toll on mental well-being. Job insecurity can strain social relationships and communities. Financial instability can lead to conflicts within families and communities, further deteriorating the social fabric. This social disintegration can contribute to feelings of isolation and loneliness, negatively impacting mental health.

In a society where job insecurity is prevalent and youth are drawn towards illegal migration, overall productivity can decline. When people are preoccupied with economic uncertainties or are involved in illegal activities, their focus and energy are diverted, hindering societal progress. Illegal migration often results from the perception of better economic opportunities elsewhere.

However, the economic strain caused by illegal migration, both in the home country (due to brain drain) and in the destination country (due to undocumented workers), can create tensions and negative sentiments within societies. It leads to constant worry about job insecurity or the lure of illegal migration can lead to various mental health issues such as depression, anxiety, and even suicidal tendencies. These issues not only affect individuals but also have ripple effects on families and communities, impacting overall psychological well-being. It increased psychological distress within society puts a strain on mental health services. With more people seeking help for anxiety, depression, and other mental health issues, the healthcare system may struggle to meet the demand.

Who is affected by job insecurity and attitude of youth towards illegal migration on psychological well-being of the society. Individuals directly affected by job insecurity, such as those facing layoffs or uncertain employment prospects, often experience heightened stress, anxiety, and fear about their future. This can lead to a decline in mental health and overall well-being. The attitudes of youth towards illegal migration can influence societal perceptions and norms. If young people perceive illegal migration as a viable option due to limited opportunities in their home

country, it can create a sense of hopelessness and frustration. This perception may lead to increased feelings of dissatisfaction and disillusionment within the society, affecting the overall psychological well-being of its members.

The attitude of youth towards illegal migration can also impact society's psychological well-being in several ways. It can create social tension, fear of economic instability, and concerns about cultural shifts.

Aims and Objectives of the Study

The primary aim of this study is to investigate and examine the influence of job insecurity and attitude of youth towards illegal migration on psychological well-being of the society. The specific objectives include:

1. **Analysing Job Insecurity:** Investigate the causes and consequences of job insecurity, examining how uncertain employment prospects affect individuals' mental well-being.
2. **Youth Attitudes towards Illegal Migration:** Explore the factors influencing youths' attitudes towards illegal migration, including social, economic, and cultural aspects, and how these attitudes impact their psychological health.
3. **Psychological Well-being Assessment:** Conduct surveys, interviews, or psychological assessments to measure the mental health status of individuals affected by job insecurity and those considering illegal migration.
4. **Identifying Coping Mechanisms:** Understand the coping strategies individuals employ when faced with job insecurity or contemplating illegal migration and assess the effectiveness of these strategies on their psychological well-being.
5. **Social and Economic Impacts:** Examine the broader societal implications of job insecurity and illegal migration attitudes, including their effects on community cohesion, social relationships.

6. Long-term Effects: Investigate the long-term psychological consequences of job insecurity and illegal migration attitudes, examining factors such as chronic stress, anxiety disorders, or other mental health conditions.

Significance of the Study

The significance of this study lies in its potential to contribute valuable insights and practical implications for various stakeholders. The findings will hold significance for policymakers and government agencies responsible for formulating strategies and interventions to mitigate the negative effects of job insecurity and attitude of youths towards illegal migration on the psychological well-being of people. By understanding the influence of job insecurity and attitude of youths towards illegal migration on the psychological well-being, policymakers can develop targeted policies and programs that strengthen, safeguard, and motivate people within communities, thereby enhancing their capacity to cope with economic changes.

Community leaders and organizations will also benefit from the findings of this study. They can use the insights to foster and strengthen job security by promoting collective action, establishing support networks. Governments may need to implement stimulus measures to counter economic downturns caused by widespread job insecurity. The study will foster the need to cool down social tensions, discrimination, and prejudice against migrants, affecting both migrants' and locals' psychological well-being.

Individuals themselves can benefit from the study's findings by gaining awareness of the effects the job insecurity and attitude of youths towards illegal migration will possibly have on their psychological well-being. This knowledge can equip individuals with the tools to navigate the psychological stressors associated with economic changes more effectively, leading to improved well-being.

Scope of the study

This study is limited to examining the influence of job insecurity and attitude of youths towards illegal migration on the psychological well-being of the society in Ekiti State. The study will specifically investigate the influence of job insecurity and youth attitudes delves into the complex interplay between economic factors, social attitudes, and mental health outcomes. And gives valuable insights into the interconnected social, economic, and psychological factors that shape individuals and communities.

The findings is to contribute significantly to policy-making, social interventions, and mental health initiatives. To aid policies interventions aimed at improving job stability, addressing migration concerns, and promoting mental well-being in communities. This study will also addresses youth unemployment, enhancing job security, and promoting mental well-being, ultimately fostering a healthier society.

Data on job insecurity, attitudes of youth towards illegal migration and psychology well-being were collected by administering standard questionnaires to the respondents.

Method

This research was carried out in Ekiti State University, Ado - Ekiti, Ekiti State, registration of level, department and faculty.

Design

This research utilized a descriptive survey design. This is a type of research which attempts to describe and explain conditions of the present by using subjects and questionnaires to fully describe phenomenon. It was make on questionnaires for data collection.

Participants

The participants used in the study are the people living in Ado, Iworoko and school gate of Ekiti State University, Ado -Ekiti. A total of two hundred (250) response was used for this study.

Sampling

A Simple Random method was used to select participants from part of Ekiti State University, Ado -Ekiti area comprising of both male and female who answered two hundred and fifty copies of questionnaires were distributed.

Variables

There are three variables involved in this research, we have two independent variable and one dependent variable. The independent variable are Job Insecurity and illegal migration while the dependent variable is psychological well-being.

Instruments

Questionnaires comprises of four (4) section was used for this study. Section A scale measured the personal data (i.e age, gender, religious affiliation,) of the participants, section C measured their psychology wellbeing, and section B measured the attitude of youth towards illegal migration,while section D measured influence of job insecurity.

Psychology well-being Scale (PWB)

Description: The PWB (Psychology Well-being Scale) was developed to measure Psychology well-being, define as the ability use to know the wellbeing and happiness of individuals.

Starting with a literary review, six main features of psychological wellbeing were identified, researchers have used both the 42 item- PWB scale for many questionnaire items. Also the 18 scale items have been used by Latinx college students (Gloria, Castellanos, Scull, & Villegas, 2009), The scale developed by psychologist Carol D. Ryff, the 42-item Psychological Wellbeing (PWB) Scale measures six aspects of wellbeing and happiness: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance (Ryff et al., 2007; adapted from Ryff, 1989). The Latinx college students (Gloria, Castellanos, Scull, & Villegas, 2009), African-Americans living in New York, and Mexican-Americans living in Chicago (Ryff, Keyes, & Hughes, 2003).

Validity and Reliability: This measure has been demonstrated generally satisfaction, adaptation and validation for the participants (An & Cooney, 2016). The 42-item scale is more statistically sound than the 18-item version (Ryff et al., 2007) but it takes longer to administer. Researchers have found that Americans who feel they hold a higher status in society (as measured by the MacArthur Subjective Social Status measure) have better wellbeing. In fact, feelings of status are more strongly related to wellbeing than objective markers of status like education level (Curhan et al., 2014). Research using the 18-item PWB Scale has shown that experiences of daily discrimination are associated with worse wellbeing. But adults have better wellbeing when they remember having had supportive and affectionate relationships with their parents in childhood (An & Cooney, 2016). Additionally, multiple studies have found that education is associated with better wellbeing (Ryff, Keyes, & Hughes, 2003; Keyes, Shmotkin, & Ryff, 2002). Because education is both an indicator of status and a path out of poverty (Card, 2001), PWB may be an important link to mobility.

Scoring: The PWB Scale has six subscales: Autonomy (e.g., “I have confidence in my opinions, even if they are contrary to the general consensus”); Environmental Mastery (e.g., “In general, I feel I am in charge of the situation in which I live”);

Personal Growth (e.g., “I think it is important to have new experiences that challenge how you think about yourself and the world”); Positive Relations With Others (e.g., “People would describe me as a giving person, willing to share my time with others”); Purpose in Life (e.g., “Some people wander aimlessly through life, but I am not one of them”); and Self-acceptance (e.g., “When I look at the story of my life, I am pleased with how things have turned out”). Respondents rate how strongly they agree or disagree with 42 statements using a 7-point scale (1 = strongly agree; 7 = strongly disagree).

The Multidimensional Job Insecurity Scale (MJIS)

Description: The MJIS (Multidimensional Job Insecurity Scale) proliferation of scales and questionnaires over time, so far no study has yet provided a concise and consistent multidimensional measurement model with solid psychometric properties (Lee et al., 2018; O’Neill & Sevastos, 2013; Van Wyk & Pienaar, 2008).

Most research showed a predominance of quantitative compared to qualitative job insecurity (Shoss, 2017) and the prevalence for measuring cognitive compared to affective job insecurity (Huang, Zhao, & Lee, 2012a). For example, two of the most used scale in empirical research (De Witte, 2000; Sverke et al., 2004) have shown strong psychometric features also in cross-cultural contexts (Chirumbolo et al., 2015; Vander Elst, De Witte, & De Cuyper, 2014).

However, these brief instruments refer only to the quantitative job insecurity dimension, predominantly tapping the cognitive facet (about the 75% of the items). Recently, Brondino and colleagues (2020) have proposed a new scale to measure the qualitative job insecurity in a multidimensional perspective; however, these authors did not consider neither including in the scale the quantitative dimension of job insecurity nor balancing the cognitive and affective facets of the construct.

Validity and Reliability: The following measures designed to test the concurrent validity of the MJIQ, the Physical complaints. Physical health complaints were measured via the Patient Health Questionnaires (PHQ-15; Spitzer, Kroenke, & Williams, 1999). The PHQ-15 consists of a check list of 15 somatic symptoms and participants had to rate how frequently they had suffered from various symptoms over the last six months, on a scale from 1 (never) to 4 (almost always). The PHQ 15 was shown to be equal or superior to other brief measures for assessing somatic symptoms and screening for somatoform disorders (Kroenke et al., 2010) and the Italian versions showed good psychometric features (Chirumbolo, 2006). High scores on this scale indicate more physical complaints and poorer physical health (Cronbach's Alphas = .85).

Scoring: The multidimensional job insecurity questionnaire is composed of 20 items covering the job insecurity questionnaire, i.e, quantitative and qualitative, and the two focus of job insecurity, that is cognitive and affective job insecurity. Each of the four sub dimension was assessed by five items. Items 3,7,11 and 15 referred to QT-CO. Items 1, 5, 9, 13 and 17 referred to QT-AF. Items 2, 6, 10, 14 and 18 referred to QL-CO, while items 4, 8, 12, 16 and 20 referred to QL-AF. Items were randomly ordered and five items out of twenty (25%) were reversed so to balance a possible response set (Kline, 2013). The Italian items and their English translation were fully reported in the Appendix. Participants were asked to express their own agreement or disagreement with the statements on a Likert scale from 1 (strongly disagree) to a 5 (Strongly disagreed).

Attitude of youth towards illegal migration scale

Scale development to measure attitudes toward unauthorized migration into foreign country.

Description: Attitudes toward immigration have mostly been studied in nationwide polls in “receiving” countries, that is, those that have net immigration rates. These studies unfortunately do not separately address and therefore confound legal and illegal immigration (e.g. Jackson, Brown, Brown & Marks, 2001). With some exceptions (Hajnal & Baldassare, 2001; Mayda, 2004), very few surveys have explicitly addressed attitudes toward illegal or unauthorized immigration.

However, unauthorized migration occurs when immigrants overstay their permitted visas, or work without proper permits. Some immigrants simply disappear after rejection of their asylum application, yet others slip across borders with false documents, or fail to register when required. Despite increasingly stringent immigration controls, a significant component of migration consists of people accessing or staying in foreign countries illegally (see e.g. Bade, 2004).

Validity and Reliability: This study reports on the development and cross-national utility of a Likert type scale measuring attitudes toward unauthorized migration into a foreign country in two samples from “migrant-sending” nations. In the first phase a pool of 86 attitude statements were administered to a sample of 505 undergraduate students in Bulgaria (22.5% male; M age = 23, SD = 4.8). Exploratory factor analysis resulted in six factors, and a reduction to 34 items. The results yielded an overall alpha of (0.92) and alpha for subscales ranging from 0.70 to 0.89. In the second phase the 34-item scale was administered in a survey of 180 undergraduates from Sofia University in Bulgaria (16.7% male, M age = 23, SD = 4.8), plus 150 undergraduates from Hanoi State University in Vietnam (14.7% male, M age = 19, SD = 1.8). Results yielded a 19-item scale with no gender differences, and satisfactory alpha coefficients for a Vietnamese and Bulgarian sample of 0.87 and 0.89 respectively. This scale, equally applicable in both samples, includes items that reflect salient topics of concept of attitudes towards unauthorized migration. An exploratory principal

component analysis of the Bulgarian and Vietnamese version of the 19-item scale yielded three factors accounting for 54% and 47% of the variance respectively.

Scoring: The 86 items were administered to a sample of 505 undergraduate students in the social sciences enrolled at the university of Sofia, spring term 2005; 22.5% male; M age = 23.3 (SD = 4.8). The reason for not including Vietnamese respondents in this phase was that a separate sample of the required size was not available. The statements were placed in random order in a self-completion questionnaire, each with five response options (strongly agree, agree, undecided, disagree, and strongly disagree). The data was collected in class rooms.

Analysis

The analysed data collected from the field was subject to evaluation in connection with the testable hypotheses by employing two statistical methods which are independent T-test and Regression analysis.

Result

Hypothesis 1

There will be a significant influence of job insecurity on psychological well-being.

Table 1: Independent t-test summary table showing the influence of job insecurity on psychological well-being.

	<i>Job Insecurity</i>	<i>N</i>	<i>X</i>	<i>SD</i>	<i>Df</i>	<i>t</i>	<i>p</i>
Psychological	High	155	27.8	8.63			
Wellbeing					196	-3.879	<.05
	Low	90	9.43	6.23			

The table 1 above revealed The independent t-test revealed a significant difference in psychological well-being between employees with high job insecurity (M = 27.8) and those with low job security (M = 9.43), $t(196) = -3.879$, $p < 0.05$. The positive t-value suggests that employees with high job security reported lower levels of psychological well-being compared to those with low job security. The findings provide evidence that job insecurity has a significant influence on psychological well-being at the .05 level of significance. Therefore, hypothesis one is hereby supported.

Hypothesis 2

There will be a significant influence of attitude of youth towards illegal migration on psychological well-being.

Table 2: Independent t-test summary table showing the influence of attitude of youth towards illegal migration on psychological well-being.

	<i>AYTIM</i>	<i>N</i>	<i>X</i>	<i>SD</i>	<i>Df</i>	<i>t</i>	<i>P</i>
Psychological	Positive	125	15.11	7.38			
Wellbeing					196	1.762	>.05
	Negative	120	17.19	6.71			

Table 2 above shows that there is no significant influence of influence of attitude of youth towards illegal migration on psychological well-being $t(196) = 1.762$, $p > .05$. This indicates that there is no significant difference in psychological well-being between youth with a positive attitude towards illegal migration and those with a negative attitude. Therefore, hypothesis two is not supported.

Hypothesis 3

Job Insecurity and attitude of youth towards illegal migration will influence the psychological well-being of the society

Table 3: Regression Summary table showing Job Insecurity and attitude of youth towards illegal migration will individually influence the psychological well-being of the society.

DV	IV	β	t	R^2	df	F
Psychological Wellbeing	Job Insecurity	-.09	-.531	.003	191	.177
	ATIM	.06	.33			

The table three above shows that Job security $\beta = -.09$, $t = -.531$ $p > .05$ and attitude of youth towards illegal migration $\beta = .06$, $t = .33$ $p > .05$ did not individually significantly influence the psychological well-being $R^2 .003$ $F(3, 191) = .177$, $p > .05$. Therefore, hypothesis three is not supported.

Hypothesis 4

There will be a significant gender differences of youth towards illegal migration on psychological well-being of the society.

Table 4: Independent t-test summary table showing gender differences of youth towards illegal migration on psychological well-being of the society.

	<i>GDYTIM</i>	<i>N</i>	<i>X</i>	<i>SD</i>	<i>Df</i>	<i>T</i>	<i>p</i>
Psychological	Male	180	16.76	7.74			

Wellbeing			196	-2.039	<.05
	Female	120	15.03	5.97	

Independent t-test summary table showing the influence of gender differences of youth towards illegal migration on psychological well-being of the society, with a mean score of 16.76 (SD = 7.74) for males and 15.03 (SD = 5.97) for females. The t-statistic of -2.039 and a p-value less than 0.05 indicate that, on average, male youth exhibit lower psychological well-being scores compared to their female counterparts. This implies that gender differences of youth towards illegal migration has a significant influence on psychological well-being of the society. Therefore, hypothesis is hereby supported.

Table 5:

Regression Summary table showing individual and joint predictive influence of Job Insecurity, Attitude towards Illegal Migration, Gender, Difference of youth towards Illegal migration on Psychological Wellbeing.

IV	β	t	R ²	df	F	Sig
Job Insecurity	-.16	-2.01*		4		
ATIM	.04	.63	.074	190	3.79**	.005
GDYTIM	-.07	-.87				

* p<.05 **p<.01 DV= psychological Wellbeing

Table 5 shows the regression summary table illustrates of both the individual and collective predictive influences of Job Insecurity (JI), Attitude towards Illegal Migration (ATIM), and Gender Difference in Youth towards Illegal Migration (GDYTIM) on Psychological Wellbeing (DV). Job Insecurity (JI) significantly decreases

Psychological Wellbeing ($\beta = -0.16$, $t = -2.01$, $p < 0.05$). ATIM and GDYTIM do not individually predict Psychological Wellbeing (ATIM: $\beta = 0.04$, $t = 0.63$; GDYTIM: $\beta = -0.07$, $t = -0.87$). In the overall model, the combination of independent variables jointly influences Psychological Wellbeing, as evidenced by a statistically significant F-statistic of 3.79 ($p < 0.01$) and an R-squared (R^2) of 0.074. This indicates that 7.4% of the variance in Psychological Wellbeing is explained by the model.

This indicates that Job Insecurity stands out with a statistically significant negative impact on Psychological Wellbeing, while Attitude towards Illegal Migration and Gender Difference in Youth towards Illegal Migration do not individually contribute significantly to the prediction. The overall model, however, is statistically significant, suggesting that at least one of the independent variables has a significant effect on Psychological Wellbeing.

Conclusion

In conclusion, job insecurity significantly influences psychological well-being, supporting Hypothesis 1 and reinforcing the importance of addressing job-related stressors for mental health. The study did not find significant effects of attitudes towards illegal migration or the joint influences of job insecurity and attitude on societal well-being. However, gender differences in youth towards illegal migration were found to significantly impact psychological well-being. Nonetheless, the study found that gender differences in youth towards illegal migration can significantly affect psychological well-being.

Recommendations

Based on the findings, the following recommendations are suggested:

- **Workplace Interventions:** Organizations should consider implementing measures to reduce job insecurity among employees to promote better psychological well-being.
- **Public Health Initiatives:** Mental health programs should be designed to address the unique challenges faced by individuals, particularly male youth, concerning attitudes towards illegal migration.
- **Further Research:** Future research should explore additional factors contributing to societal well-being, considering variables not covered in this study.
- **Gender-Specific Approaches:** Policymakers and mental health professionals should adopt gender-specific strategies to address the unique challenges faced by male and female youth in the context of attitudes towards illegal migration and its impact on psychological well-being. Effects of job insecurity and attitudes on societal well-being.

Limitations

While the study reveals the significant impact of job insecurity on psychological well-being and identifies gender differences in attitudes towards illegal migration, it is limited by factors such as potential generalizability issues, the cross-sectional design preventing causal inference, reliance on self-reported measures introducing bias, and a narrow focus on selected variables.

Suggestion for Further Study

Future research would benefit from conducting exploratory factor analysis to identify and examine additional factors that may contribute to societal well-being beyond the scope of job insecurity and attitudes towards illegal migration. This

approach would allow for a better understanding of the complex interplay of various factors influencing psychological well-being, potentially uncovering hidden dimensions that contribute significantly to societal well-being.

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