THE MODERATOR ROLE OF JOB INSECURITY PERCEPTIONS IN THE EFFECT OF EMPLOYEES' SELF-EFFICACY PERCEPTIONS ON THE QUALITY OF WORK-LIFE: THE CASE OF FOUNDATION UNIVERSITY

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Abstract

The perception of job insecurity may cause various organizational problems, although it causes the employees to work inefficiently in the organization, decrease their motivation and decrease their performance, especially in business life. On the other hand, it is thought that employees' self-efficacy perceptions and quality of work-life will reduce the perception of job insecurity and enable employees to work in harmony in the organization. This study's main purpose is to determine whether job insecurity, which is a negative organizational perception, has a regulatory function in the relationship between job self-efficacy and job quality of life perceptions. In the study, the question "Does job insecurity affect the relationship between self-efficacy and quality of work-life" is tried to be answered. According to the quantitative research method, the research was designed and designed according to the general survey model's relational survey model. According to the simple random sampling technique for the academicians of a foundation university operating in Ankara, the research data were collected. In analyzing the data, descriptive analysis and difference and relationship tests were performed using AMOS and SPSS programs. According to the findings obtained from the research data analysis, self-efficacy has a positive effect on the quality of work-life, while job insecurity has a negative effect on the quality of work-life. It was also determined that job insecurity plays a regulatory role in the relationship between perception of self-efficacy and quality of work-life. As a result, it is seen that self-efficacy and the perception of the quality of work-life as positive perceptions strengthen employees' positive behaviors in the organization. On the other hand, it has been determined that the increased perception of job insecurity also weakens the employees' positive perceptions.

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ÇALIŞANLARIN ÖZ YETERLİLİK ALGILARININ İŞ YAŞAM KALİTELERİNE ETKİSİNDE İŞ GÜVENCESİZLİĞİ ALGILARININ DÜZENLEYİCİ ROLÜ: VAKIF ÜNİVERSİTESİ ÖRNEĞİ

Öz

İş güvencesizliği algısı, özellikle iş yaşamında çalışanların örgütte verimsiz çalışmalarına, motivasyonlarının düşmesine ve performanslarının azalmasına neden olmakla birlikte örgütte çeşitli sorunlara yol açabilecektir. Diğer yandan çalışanların öz yeterlilik algıları ile iş yaşam kaliteleri iş güvencesizlik algısını azaltarak çalışanların örgütte uyumlu bir biçimde çalışmalarını sağlayacağı düşünülmektedir. Bu araştırmanın temel amacı iş öz yeterlilik ve iş yaşam kalitesi algıları arasındaki ilişkide olumsuz örgütsel algı olan iş güvencesizlik algısının düzenleyici bir işlev görüp görmediğini belirlemektir. Araştırmada "öz yeterlilik ile iş yaşam kalitesi ilişkisinde iş güvencesizliği aracı bir etkiye sahip midir" sorusu cevaplandırılmaya çalışılmıştır. Araştırma nicel araştırma yöntemine göre tasarlanarak, genel tarama modelinden ilişkisel tarama modeline göre desenlenmiştir. Araştırma verileri Ankara ilinde faaliyet gösteren bir vakıf üniversiteleri akademisyenlerine yönelik basit tesadüfi örnekleme tekniğine göre toplanmıştır. Verilerin analizinde AMOS ve SPSS programları kullanılarak betimsel analizler ile fark ve ilişki testleri yapılmıştır. Araştırma verilerinin analizinde elde edilen bulgulara göre öz yeterliliğin iş yaşam kalitesi üzerinde pozitif etkisi bulunurken, iş güvencesizliğinin iş yaşam kalitesi üzerinde negatif yönlü etkisi bulunmuştur. Buna ek olarak iş güvencesizliğinin öz yeterlilik algısı ile iş yaşam kalitesi algısı arasındaki ilişkide düzenleyici rol oynadığı belirlenmiştir. Sonuç olarak öz yeterlilik ile iş yaşam kalitesi algısı olumlu algılamalar olarak çalışanların örgütte olumlu davranışlarını güçlendirdiği görülmektedir. Diğer yandan iş güvencesizlik algısının artması da çalışanların olumlu algılamalarını zayıflattığı belirlenmiştir.

Introduction

As stated in Maslow's hierarchy of needs, it is known that people must work in certain jobs in order to meet their needs, although people are in efforts to meet their needs first. Besides, working in organizations with certain job security will enable them to work efficiently and with high organizational performance. On the other hand, employees who are at risk of losing their jobs will not be able to work efficiently in the organization; they will be uneasy and will be able to display negative organizational behaviors. In this context, job security can be shown among the important issues in today's business life. In particular, the negativities experienced during the Covid-19 pandemic process, economic problems are seen worldwide, changes in social life, downsizing in organizations, and flexible working caused by employees working from home, combined with job insecurity, can cause negative concerns among employees.

Job insecurity is defined as the fact that employees in organizations are under threat to their continuity in their work, and the continuity of their work cannot be maintained (Erlinghagen, 2008: 183). In studies conducted in the literature, employees with job insecurity

will exhibit negative behaviors towards the organization and the job (Fletcher et al., 2008; Ng, 2017). On the other hand, it is thought that the concern for job insecurity will decrease with the high self-efficacy of the employees and the high quality of work-life perception. In this context, the concept of self-efficacy is examined as the second variable in the research. Self-efficacy is defined as individuals' belief in their ability to establish control over the demanded difficult tasks and practices (Luszczynska et al., 2005: 82). Employees with self-efficacy will reduce their perceptions of job insecurity, and on the other hand, the quality of work-life of employees will increase.

In the researches on job insecurity, it is emphasized in the literature (Greenhalgh and Rosenblatt, 1984; Witte, 1999; Chirumbolo and Hellgren, 2003; De Witte, 2005; Cheng and Chan, 2008; Murphy et al., 2013; Ouyang et al., 2015; Chen et al., 2018; Nam, 2019; Ariani, 2020; Darvishmotevali & Ali, 2020; Wilson et al., 2020; Chen & Eyoun, 2021; Prado-Gascó et al., 2021) that this perception generally causes negative situations in the organization. In this context, job insecurity, self-efficacy, and quality of work-life are discussed in the research. The study's main problem is that employees who lack job security will not be able to work efficiently in the organization, and this situation will negatively affect the performance of the employees. This situation causes destructive and deviant behaviors, and this situation negatively affects organizations every day. In this context, the research's main purpose is; to analyze the interactions of job insecurity, self-efficacy perception, and quality of work-life. The research question was determined as "Does job insecurity affect the relationship between self-efficacy and quality of work-life?". The application of the research was made in the education sector. In a study conducted with a sample of academicians from a foundation university in Ankara, the factors affecting the job insecurity perceptions of academicians working at the university were measured. The study was conducted for foundation university academics because academics working at foundation universities may feel anxiety about their future jobs and that these people may experience job insecurity.

1. Conceptual Framework And Hypotheses

1.1. Self Efficacy

In the literature, the concept of self-efficacy, which Psychologist Albert Bandura first introduced in 1977 within the scope of the theory of "Cognitive Behavior Change," is defined as the belief in individuals' ability to control their practices with difficult tasks (Luszczynska et al., 2005). Self-efficacy is the belief of an individual in his / her capacity to organize and implement the behavioral patterns required to manage possible situations (Bandura, 1986: 75). Here, Bandura defines an individual's capacity to successfully carry out the necessary actions and activities to show performance or reach a certain performance self-efficacy (Bandura et al., 1999). On the other hand, individuals with a high perception of self-efficacy tend to resist difficulties more by fulfilling their duties with more enthusiasm, and their success and motivation are high (Margolis and McCabe, 2003: 311). In other words, self-efficacy is defined as an individual's positive judgment against his / her ability in achieving success and at the point of work result (Zimmerman, 1995). In this context, self-efficacy is not

the individual's ability to a certain subject; it means trusting their resources on that issue (Yıldırım and İlhan, 2010: 2).

Studies on self-efficacy in the literature (Stajkovic & Luthans, 1998; Mau, 2000; Fred & Suzanne, 2002; Jones & Riazi, 2011; Öneren & Çiftçi, 2013; Devarajooh & Chinna, 2017; Hatlevik et al., 2018; Marsh et al., 2019; Shiau et al., 2020; Peura et al., 2021) that individuals with high self-efficacy perceptions experience less physical and psychological anxiety about their work, their motivation is high, their work performance increases, and a more productive organizational environment in terms of management. Problem-solving and decision-making behaviors can be more effective. However, the successful or unsuccessful experiences of individuals shape the general self-efficacy perceptions of individuals (Chen et al., 2004), and some factors shape individuals' self-efficacy perceptions (Lee, 2005):

1. The person's positive or negative experiences,

2. The people around him / her experiences,

3. Suggestions and warnings from the family and environment,

4. The psychological state of the individual (Bandura, 1986).

Besides these factors, individuals can develop their self-efficacy through direct experience, observation of other people, or listening to others' comments. On the other hand, individuals with low self-efficacy perceptions avoid the duties assigned to them in the organization, hesitate to take responsibility, or ignore the problems that occur in the organization (Cramm et al., 2013).

1.2. Quality of Work-Life

The concept of Quality of work-life was first introduced in the literature at a conference held in New York in 1972. It turned into concrete coordination aimed at mutual information exchange of organizations and researchers to establish the International Business Quality Council in 1973 (Martel and Dupuis, 2006). The quality of work-life is defined as all efforts to provide employees with job security, rewards, and opportunities for career development and encourage the continuation of this working environment (Almarshad, 2015: 142). According to Yücel and Erkut (2003), Quality of work-life is defined as the effect of work on employees' and employees' participation in their decision-making and problem-solving processes. It defines the quality of work-life as subjective thoughts and perceptions that make working conditions and work environment psychologically and physically desirable by employees (Maleki and Hasanmoradi, 2017: 979).

On the other hand, quality of work-life is defined as a management philosophy that focuses on employees' material and spiritual needs (Öge, 2001). Quality of work-life refers to the level of satisfaction, motivation, participation, and work commitment individuals experience in business life. It can also be expressed as the degree to which the personnel employed by a company meet their personal needs (Srivastava and Kanpur, 2014: 54). At this point, quality of work-life is important in ensuring that employees are productive and efficient (Rastogi et al., 2018).

Quality of work-life means finding ways to improve the quality of life and achieve better performance (Moen & Yu, 2000). Quality of work-life practices that improve work-life enables employees to improve their personal lives while performing their duties (Elizur & Shye, 1990). It is a program that includes ways to improve the quality of life by creating

better performance in Quality of work-life. In the formation of the quality of business life, elements such as job restructuring, participation in the job, conflict resolution, appreciation, working environment, career development and communication should be realized. Harmony in managing humanitarian relations between superiors and subordinates among employees is important for organizations (Nadler & Lawler, 1983; Saraji & Dargahi, 2006; Dehghan Nayeri et al., 2011).

1.3. Job Insecurity Perception

Job security is expressed as the protection of the right to work. The basis of job security is not precisely to prevent the right to work at the point of converting his/her labor into wages to provide for his/her family and his livelihood (Cabral et al., 2020; Falatah et al., 2021). In other words, job security is defined as preventing the employee from being fired by the manager or employer without a just cause (Jung et al., 2021). In this context, the expression of the rights arising from the service contract between the employee and the employer ensures the employees' work order is job security (Optur, 2005: 3). On the other hand, the opposite word for job security is known as unemployment in the literature.

Although there is a common belief that the antonym of job security is unemployment, unemployment is seen as the most fundamental problem of the labor market, job insecurity also negatively affects the organization's employees as much as unemployment (Ülgen, 2012: 237). Job insecurity was first put forward in the literature by Greenhalgh and Rosenblatt (1984: 438). According to the author, job insecurity has been defined as "the perception of threat and concerns about losing one's job." Job insecurity is also defined as "the lack of control in ensuring the continuity of the job in a threatened job situation" (Hui and Lee, 2000: 216). Employees who are insecure about the future face uncertainty about losing or losing their jobs (Witte, 1999). Uncertainty is defined as "not knowing whether an event will occur or not." In case of uncertainty, the person does not know whether he will continue his job and whether his position at work will be needed in the future (De Witte, 2005: 157). Folkman and Lazarus (1984) discussed job insecurity within the framework of "coping with stress" as losing a job creates a stressful situation. The concept of coping with job loss stress is defined as an individual's clear reactions to stressful conditions at work and efforts to minimize these reactions. According to this approach, job insecurity is considered a source of stress and reduces the person's sense of control.

The perception of job insecurity will increase when they think that the employees' threats in the organization may harm them (Urbanavičiūtė et al., 2015). Employees who have a high perception of job insecurity decline in their motivation at work, decreasing performance. It is also said that these individuals tend to make wrong decisions in both their social and business life (Cheng & Chan, 2008). However, in the literature (Chirumbolo & Hellgren, 2003; Sora et al., 2009; Murphy et al., 2013; Ouyang et al., 2015; Wilson et al., 2020; Aguiar-Quintana et al., 2021; Jung et al., 2021). It is stated that it decreases the productivity of both organizations and employees by negatively affecting its employees.

2. Method

In scientific research, a research model and hypotheses should be developed systematically to determine the events and phenomena in the universe, and the hypotheses that have been constructed should be tested with a scientific research method (Tutar and

Erdem, 2020: 71). In this framework, the research's scientific method as a systematic process has been determined as quantitative research.

Scientific research design serves as a guide to answer the research question determined within the research scope and test the determined hypotheses (Tutar and Erdem, 2020: 77). In this framework, research patterned towards the relational scanning model, based on the general scanning model, has been designed. Research models and hypotheses were tested by quantitative research method, by subjecting the obtained data to analysis, and this analysis was carried out by following a systematic process.

2.1. Research Sample

The universe of the study consists of academicians of foundation universities operating in Ankara. In the study, a single foundation university was selected as the sample due to time, financial constraints, and the COVID-19 pandemic. Accordingly, the university has a total of 672 academic staff members. 422 usable questionnaires were obtained by random sampling method from the university. The reason for choosing the random sampling method in the research is that the participants representing a part of the universe can be selected with an equal chance of being selected (Tutar and Erdem, 2020: 246). According to the number of questionnaires that can be analyzed, the surveys' return rate is 62.9%. According to this ratio, it is seen that the power of the sample to represent the universe is sufficient (Baş, 2003: 43). Research data were collected between 10.09.2020 and 27.11.2020.

2.2. Data Collection Tool

The self-efficacy scale, which is the first scale of the research, was developed by Schwarzer and Jerusalem (1995). The scale consisting of 10 items was translated into Turkish by Yeşilay (2010). The second scale of the study was Ashford et al. (1989); Hellgren et al. (1999); It was designed by Witte (1999) to measure job insecurity and was translated into Turkish by Şeker (2011). This scale consists of 9 statements. The last scale of the study, the Quality of work-life scale, was developed by Chen and Farh (2000) and adapted to Turkish by Karasakaloğlu (2016). This scale consists of 12 questions.

2.3. Research Model and Hypotheses

Within the research scope, the research model regarding self-efficacy variables, Quality of work-life, and job insecurity is shown in Figure 1.

Figure 1: Research Model

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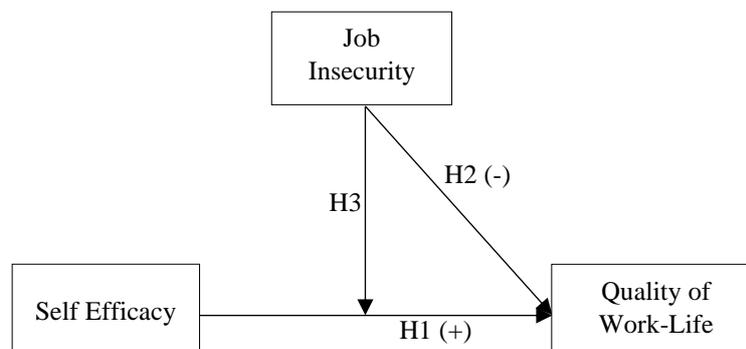
According to the research model in Figure 1, work is structured as the quality of life (dependent variable), job insecurity (moderator variable), and self-efficacy (independent variable). In line with the research model, the following hypotheses have been developed;

H1: Self-efficacy positively affects the quality of work-life.

H2: The perception of job insecurity negatively affects the quality of work-life.

H3: The perception of job insecurity has a moderator role in the relationship between self-efficacy and quality of work-life.

2.4. Validity and Reliability

Within the scope of the research, firstly, reliability analyzes of the scales were made. α = 0.911 for the self-efficacy scale, α = 0.844 for the Quality of work-life scale, and α = 0.874 for the job insecurity scale. According to these results, it is seen that the scales are reliable.

Confirmatory factor analysis (CFA) was applied to the measurement model to determine the reliability and validity of the self-efficacy scale, Quality of work-life, and job insecurity scales (Figure 2).

Figure 2: Confirmatory Factor Analysis Diagram for the Model
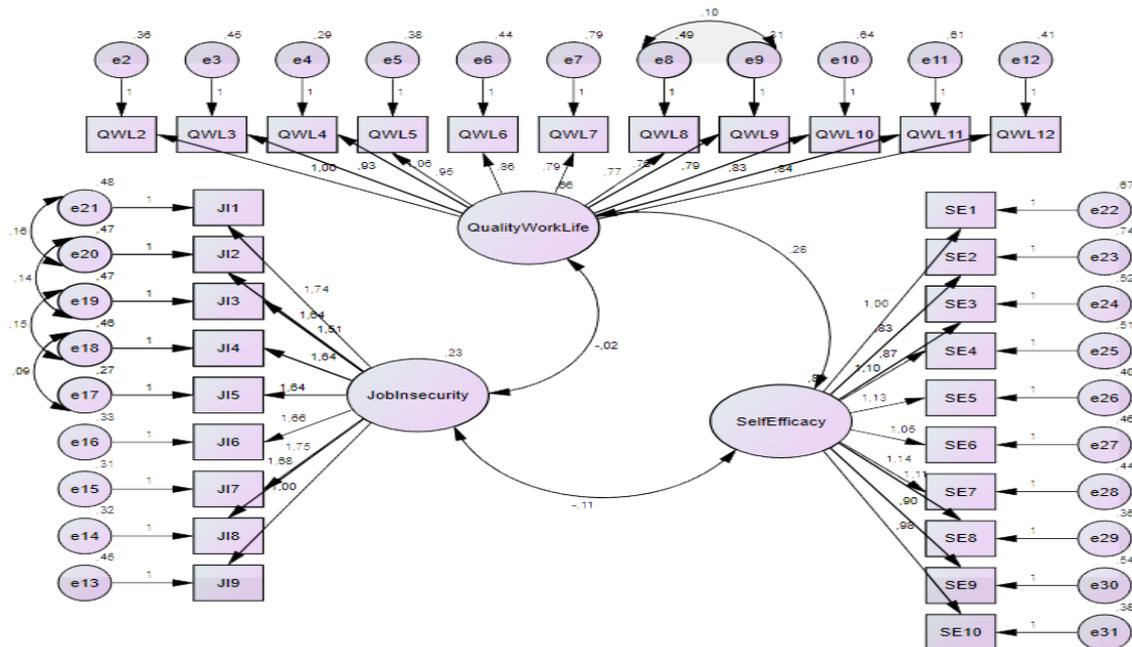
Model's Goodness of Fit Values: χ^2/DF= 1,892; GFI= .87 NFI=.92 CFI=.96 TLI=.95 RMSEA=.052

As a result of the confirmatory factor analysis, the 1st question of the Quality of work-life scale was excluded from the analysis due to the low standardized factor load. Subsequently, the model was tested again. A comparison was then made between the research and single-factor models by applying a single-factor model. The values obtained are shown in Table 1.

<table>
<tbody>
<tr><td colspan="10" align="center">**Table 1: Model-Data Fit Values**</td></tr>
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</table>

	X²	ΔX²	DF	X²/DF	GFI	NFI	CFI	TLI	RMSEA
Single-Factor Model	6139.00	-	434	14.14	.251	.393	.408	.366	.106
Research Model	737.95	5401.05	390	1.89	.876	.926	.963	.959	.052

p<0.01

* **RMSEA (Root mean square error of approximation);** It is considered a good model below 0.08 (Browne & Cudeck, 1993)

χ² / DF (Relative Chi-Square); It should be between 1 and 5 (Marsh & Hocevar, 1985).

GFI (Goodness of fit index); If it is close to 1, it is considered a good model (Tanaka & Huba, 1985).

NFI (Normated fit index); If it is close to l, it is considered a good model (Bentler & Bonett, 1980).

CFI (Comparative fit index); If it is close to l, it is considered a good model (McDonald & Marsh, 1990).

TLI (Tucker-Lewis index); If it is close to l, it is considered a good model (Bentler and Bonett, 1980).

According to the confirmatory factor analysis result in Table 1, the research data were tested by distributing them to 3 measurement models. Good fit validity measures are shown with the results obtained with the fit indexes of RMSEA, GFI, NFI, CFI, TLI, and χ2 / DF for the model. According to the 3-factor model in Table 1, the value of 2 was determined to be significant (p <0.01). Besides, it is seen that the model is compatible in terms of validity since the χ2 / DF value (1,892) is below 5. Since the fit indices of the research models are GFI = 0.876, NFI = 0.926, CFI = 0.963, TLI = 0.959 and RMSEA = 0.052, it is seen that the model is compatible. Besides, in the same table (Table 1), Chi-Square Test was applied to χ2 values in order to determine the significant difference between the single-factor model and the three-factor model of the research, and a significant difference was determined between the two values. According to these results, it is seen that there is no common method deviation in the study (MacKenzie & Podsakoff, 2012).

<table>
<tbody>
<tr><td colspan="8" align="center">**Table 2: Average, Standard Deviation and Correlation Values of the Variables**</td></tr>
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	Mean	SS	CR(t)	AVE	1	2	3
Quality of Work-Life	4,22	0,773	0,946	0,613	-		
Job Insecurity	2,02	0,868	0,952	0,691	-0,349**	-	
Self-Efficacy	3,89	0,981	0,972	0,775	0,226**	-0,148**	-

*Note: SE, standard error; * 0.05 ** 0.01 *** Significant at 0.001 level (bi-directional)*

To determine whether the variables provide compatibility and measurement with the research model, convergent validity and discriminant validity techniques were used. Hair et al. (2006), the fact that the factor loadings of the scale items are higher than 0.5 in a study shows that the research model meets the measurement criteria. In this context, the standardized factor loads of the items belonging to the research expression scales are above 0.5. Besides, the t values at the parametric valuation point of the factor loads vary between 10.53 and 19.47 (Figure 2). According to these values, the research model is meaningful (Hair et al., 2006).

The fact that the average explained variance (AVE) value in the research model's analysis is higher than 0.5 is shown as proof of convergent validity (Fornell & Larcker, 1981). In this context, it is seen that the AVE values of all three scales are higher than 0.5. For discriminant validity, the correlation values between the research scales should be less than 0.80 (Kline, 2014). According to Table 2, the structure reliability (CR) obtained from the

relevant scales is expressed as proof of the reliability of the measurement results if both reliability levels are higher than 0.70 (Fornell & Larcker, 1981; Hair et al., 2006). According to the Pearson Correlation analysis in Table 2, it is seen that there is a negative relationship between Quality of work-life and job insecurity (r = -. 349, p <.001). There is a positive relationship between Quality of work-life and self-efficacy (r = .226, p <.001). There is a negative relationship between job insecurity and self-efficacy (r = -. 148, p <.001). *When the correlation values are examined, it is understood that there are significant relationships between variables.*

3. Results

3.1. Demographic Findings

The study participants' demographic information such as gender, education level, age, and seniority are explained in Table 3.

Table 3: Distribution of Demographic Data Regarding the People Participating in the Study

Variables	Frequency (N)	Percent Value (%)	Variables	Frequency (N)	Percent Value (%)
Gender			**Marital status**		
Female	155	36,7	The married	221	52,3
Male	267	63,3	Single	201	47,7
Education			**Age**		
Status	100	23,7	18-30	102	24,2
License	203	48,1	31-40	147	34,8
Master	119	28,2	41-50	104	24,7
Doctorate			51+	69	16,3

In Table 3, 36.7% of the participants are women, and 63.3% are men. The participants' marital status determined that 52.3% were married and 47.7% were single. When the distribution according to education level is examined, it is seen that 23.7% of the participants are at undergraduate degree, 48.1% of them are at master degree, and 28.2% of them are at doctoral degree. According to the age range, 24.2% of the participants are between 18-30, 34.8% 31-40, 24.7% 41-50, and 16.3% 51 and over.

3.2. Testing Research Hypotheses

In order to test the research hypotheses, the structural equation model was applied to the research data. Table 4 and Figure 3 show the moderator effect's results resulting from the structural equation model analysis.

Table 4: Supported and Unsupported Hypotheses According to the Structural Equation Model

Independent Variables	Dependent Variables	ß	t	SE	p
Gender	Quality of Work-Life	.011	.324	.068	.746
Age	Quality of Work-Life	.007	.202	.039	.840
Education	Quality of Work-Life	-.030	-.907	.058	.365
Marital Status	Quality of Work-Life	.003	.086	.078	.931
Job Insecurity	Quality of Work-Life	-.076	-2.319	.039	.020

Self Efficacy	Quality of Work-Life	.568	17.228	.029	***
Moderate Effect					
(Job Insecurity * Self Efficacy)	Quality of Work-Life	.564	17.115	.022	***

*Note: SE, standard error; * 0.05 ** 0.01 *** Significant at 0.001 level (bi-directional)*

Figure 3: Structural Equation Model
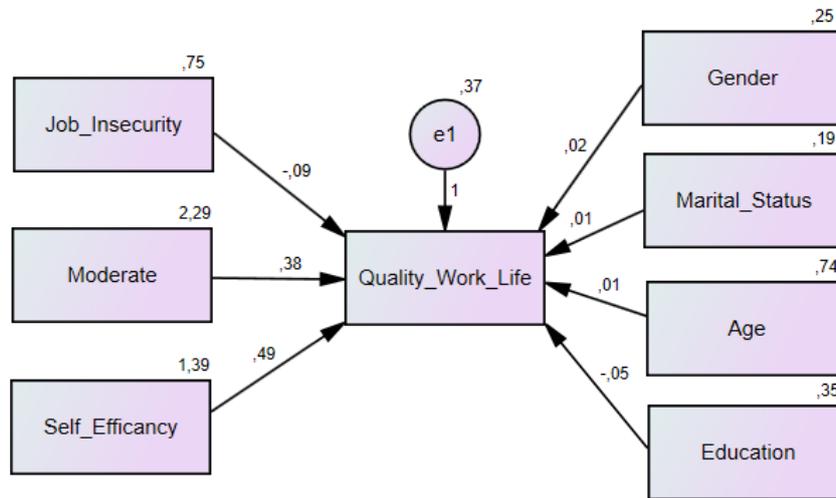
The structural equation model was used to test the predicted research hypotheses. According to Table 4 and Figure 3, self-efficacy has a positive and significant effect on the perception of quality of work-life (β = .586, p <0.001). The **H1 hypothesis is supported**. As another finding, it was seen that job insecurity positively affects the perception of quality of work life (β = -. 076, p = 0.02 <0.05). The **H2 hypothesis is supported**. In addition, demographic data were tested as a control variable. The results obtained were determined by gender (β = 0.011, p = 0.746> 0.05), education (β = -0.030, p = 0.365> 0.05), age (β = 0.007, p = 0.840> 0.05) and marital status variables (β = 0.003). , p = 0.931> 0.05) was not found statistically significant.

At the point of determining the relay of the moderator variable; the moderator role of job insecurity perception in the relationship between self-efficacy and quality of work-life was tested. As a result of the analysis, it was determined whether it had an effect or not with the hypotheses established. In the research model in which the moderator effect of job insecurity was measured, the result of this effect was reached (β = 0.564, R^2 = 64,7, p <0.001). It is seen that the ratio of the independent variables in the model to explain the quality of work-life is 64.70% (Table 4). According to Figure 4, job insecurity has a mediator variable role in the relationship between self-efficacy and work-life quality. Thus, the **H3 hypothesis is supported**. In order to express the moderator effect, a regression curves plot was created (Figure 4).

Figure 4: Moderator analysis regression curves

Due to figure 4, job insecurity, if the employee feels insufficient in self-assurance and the employee's self-efficacy perception is low, the quality of work-life will be seen at a normal level. If the self-efficacy perception is high, the quality of work-life remains constant. In other words, in employees' feelings of job insecurity, the quality of work-life remains constant or decreases slightly, but remains close, with employees' high self-efficacy. However, if the employees' perception of job insecurity is high, the quality of work-life will also change directly to self-efficacy perception if the employee does not feel safe. On the other hand, regardless of self-efficacy level, low job insecurity does not make little change in work-life quality. In other words, if there is no change in the level of self-efficacy, low job insecurity does not cause any change in the quality of work life.

4. Conclusion and Discussion

This study examines the role of the "mediator" variable in the relationship between job insecurity, self-efficacy, and quality of work-life. It is understood that negative and unfavorable organizational conditions cause employees' perceptions of "job insecurity" also weaken their self-efficacy perceptions. Besides, it has been determined that self-efficacy perception strengthens the "quality of work-life" individuals' networks. On the other hand, job insecurity has been observed to have a moderator role as it plays a debilitating role in the relationship between self-efficacy perception and quality of work life. According to the findings of the research, it can be interpreted that negative organizational behaviors negatively affect the functioning of organizations and the motivation and hopes of the employees since it shows that the conditions that cause job insecurity inevitably reduce the perceptions of the quality of work-life of the employees, and job insecurity also weakens the self-efficacy perception. The research results are important in terms of negative perceptions of organizational psychology such as job insecurity, organizational exclusion, organizational silence, and negative effects. On the other hand, positive perceptions such as self-efficacy and quality of work-life, which are among the positive psychological perceptions of the employees and which are the positive issues of this study, strengthen the positive feelings of employees such as organizational commitment, job satisfaction, organizational citizenship,

and negative organizational psychological perceptions such as job insecurity, which are also seen in the results of this study, It can cause them to exhibit negative behaviors.

The research scope determined that self-efficacy positively affects the quality of work-life (β = .586, p <0.001). Mensah and Lebbaeus (2013) found in their research on service, finance, and educational institutions that there is a positive relationship between the participants' self-efficacy perceptions and their quality of work-life. Long et al. (2021), in their research conducted in rural areas of China, determined that the participants' self-efficacy perceptions strengthened their perceptions of quality of work life. Findings in the literature and research findings overlap. In another finding within the study's scope, the negative effect of job insecurity on work-life quality was determined (β = -. 076, p = 0.02 <0.05). Although there is no research to compare this finding in the literature, there are studies on positive organizational behavior issues where job insecurity affects positive organizational behavior and positive organizational psychology and also positively affects job insecurity (Lee et al., 2018; Nam, 2019; Darvishmotevali & Ali, 2020. ; Karatepe et al., 2020; Alserhan et al., 2021; Chen and Eyoun, 2021; Prado-Gascó et al., 2021). In the last finding of the study, job insecurity plays a moderator role in the relationship between perception of self-efficacy and job quality of life (p <0.001). No study has been found in the literature to compare this finding. On the other hand, there are many studies (Chen et al., 2018; Girgin, 2019; Ariani, 2020) where job insecurity plays a moderator role. It was determined that the findings in the literature and the findings obtained within the scope of the research generally overlapped.

This research is limited to examining whether the perception of job insecurity has a moderator function in the relationship between self-efficacy and quality of work-life. The research is a quantitative study limited to academicians working at a foundation university in Ankara. The research can be repeated in different samples with other variables such as organizational cynicism, organizational support, organizational trust, survivor's syndrome, organizational belonging, and organizational citizenship. The research can also examine whether the perception of job insecurity acts as a mediator variable in the relationship established. It can be repeated with different samples with qualitative or mixed-method research to understand the research subject better.

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