

# Impact of Job Security on the Work Behaviour of Casual Workers in a University Setting in Kwara State, Nigeria

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## ABSTRACT

Workplace dedication, work habits, and employee motivation are all highly impacted by job security. Casual workers at Nigerian universities face unique challenges that sometimes result in job instability because they are employed temporarily. In order to better understand how job security influences casual workers' motivation, performance, and engagement at Kwara State Universities, this study looks into how these workers behave at work. The investigation is framed by the Job Security-Performance Theory, Maslow's Hierarchy of Needs Theory, and Social Exchange Theory. The study employed a mixed-methods approach, incorporating both qualitative interviews and quantitative questionnaires. Taro Yamane's technique was used to establish the sample size, which came out to be 363 participants. The target population consisted of 1,333 casual workers across three colleges. Structured questionnaires and in-person interviews were used to gather the data, which were then analysed using SPSS for quantitative data and theme analysis for qualitative data. 53.2% of temporary employees do not have written contracts, which adds to job insecurity, according to the report. There was variation in the perception of job security; 20.1% felt highly secure, while 40.2% felt uneasy. Motivation was found to be highly impacted by job security, as indicated by over 53% of participants. Furthermore, due to concerns about job security, 39.9% of temporary employees are likely to look for permanent opportunities elsewhere. The demographic research reveals that the workforce is highly educated and dominated by men. The results highlight how important job security is in determining the motivation and conduct of casual employees. Universities should strengthen job security measures and establish clearer contractual agreements to boost worker satisfaction and performance. Policymakers ought to think about creating laws that promote the rights of casual employees and foster their professional growth while addressing employment instability.

**Keywords:** Job Security, Casual Workers, Work Behaviour, University Setting, Kwara State

## INTRODUCTION

The concept of job security is intricate and affects how employees behave at work, how motivated they are, and how committed they are to a company as a whole. According to De Witte (2005), it is the degree of confidence that workers have in the longevity of their jobs and the security of their positions inside a company. Positive work outcomes, like higher job satisfaction, better performance, and less intents to leave the company, are frequently the result of good job security (Näswall et al., 2013). Conversely, job uncertainty can have negative consequences that affect work behaviour and performance, such as lower motivation, increased stress, and decreased job satisfaction (Sverke et al., 2002).

Job security becomes a more complex issue in academic institutions when the workforce is made up of many employee groups, including temporary workers. Often hired on a temporary or part-time basis, casual workers have unique obstacles that are very different from those faced by their permanent counterparts. Their work behaviour and general engagement with job obligations can be greatly impacted by the lack of long-term job security and the uncertainty surrounding their roles (Burgard et al., 2009).

Casual workers are an essential part of the workforce in Nigerian institutions, helping to keep administrative and academic operations running smoothly. They usually work on projects that are vital to the day-to-day functioning of these institutions, like gardening, cleaning, and security (Ogunyemi, 2018). But in spite of their vital contributions, casual workers frequently face unsteady employment, poor pay, and few chances for professional growth (Obinna et al., 2020).

The increasing use of contract labour at Nigerian universities is indicative of broader workforce casualization trends that have been seen in a number of industries recently (Akinyemi et al., 2021). Concerns concerning the impact of casual employment on employees' motivation and behaviour have been raised by this trend. Because casual labour is inherently unstable and involves informal and frequently unpredictable characteristics, it is imperative to investigate the ways in which these factors impact job satisfaction and work performance.

A complicated range of issues are presented by casual employment in Nigerian institutions, particularly with relation to job security and how it affects employee behaviour. For temporary workers, who usually face unpredictable employment conditions and few opportunities for career advancement, job insecurity is a serious problem (Lowe, 2021). Reduced motivation, higher absenteeism, and worse job satisfaction can result from this insecurity (Bashir & Gani, 2020; Shabannia et al., 2019).

Studies have indicated that job uncertainty can have a negative impact on workers' psychological health and attitudes towards their jobs (Richter & Näswall, 2019). It is critical to comprehend how job uncertainty affects casual workers' work behaviour at Nigerian colleges, because their presence is vital to the operation of the establishments. A thorough analysis is necessary to address the complex issue resulting from the interplay of professional growth opportunities, salary structures, work environment, and job security. This study aims to investigate the factors that impact the work behaviour and motivation of casual workers at Nigerian colleges, with a particular emphasis on those located in Kwara State.

For a number of stakeholders, including academic institutions, legislators, and casual workers themselves, this study report is extremely important. Academic institutions in Kwara State may be able to implement more efficient human resource management techniques if they have a better grasp of the factors impacting the motivation and conduct of casual workers. Universities can create regulations that improve the productivity and job happiness of their casual workforce by addressing issues with job insecurity, working environment, wage inequities, and career advancement. The results of this study could be used by national and regional policymakers to create laws that safeguard the welfare and rights of casual employees. The study findings may be used to develop legislation that lessen job insecurity, enhance workplace security, and guarantee fair compensation structures—all of which would help create a more just and encouraging work environment.

This study offers insightful information about the variables influencing the motivation and behaviour of temporary employees. The study provides a platform for casual workers to advocate for better working circumstances by emphasising the impact of factors such as salary structures, employment security, work conditions, and opportunities for job conversion. This information may facilitate more thoughtful discussions between employers and temporary employees, encouraging a team effort to overcome these obstacles. The study overall goal is to add to the growing body of knowledge on temporary employment in higher education by providing useful advice for enhancing the productivity and well-being of temporary employees in Nigerian universities.

## LITERATURE REVIEW AND THEORETICAL FRAMEWORK

The review of literature delves into the topic of temporary employment in Nigerian universities, emphasising the unstable nature of job security and its impact on employees' work habits. Examined are earlier research on

deviance in the workplace, productivity, motivation, and job security in a variety of industries. The theoretical framework examines the relationship between job insecurity and employee conduct in a university setting by integrating performance theory with job security.

### **Overview of casual employment in Nigerian universities**

The increased desire for flexible work arrangements and cost-saving strategies in both public and commercial institutions has led to a rise in the prevalence of casual employment in Nigerian universities. Within these universities, casual workers—often referred to as temporary employees lacking full employment rights—perform a variety of jobs, from support to administrative.

Casual workers in Nigerian universities often endure precarious employment conditions, which are typified by a lack of job security, restricted or nonexistent access to benefits like health insurance and pensions, and little chances for career advancement, despite their crucial contributions to the operation of the institutions. Concerns about how this increasing reliance on casual work may affect workers' general well-being, productivity, and organisational commitment have been highlighted (Fapohunda, 2012).

There are multiple reasons for the increase in temporary work in Nigerian institutions. Universities find it challenging to retain a permanent workforce due to financial constraints they confront, which are frequently made worse by budgetary restrictions from government financing. Consequently, colleges reap the benefits of lower employment expenses, especially when it comes to salaries and benefits, as temporary workers are employed as a more affordable option than full-time staff (Oginni & Faseyiku, 2012).

Additionally, a pool of workers willing to take informal employment under subpar conditions has been produced by structural changes in Nigeria's labour market, which are characterised by widespread unemployment and underemployment. Universities can also minimise the long-term financial obligations associated with hiring permanent staff by adjusting the size of their workforce in response to changing demand thanks to this labour arrangement (Adegbami & Adepoju, 2017).

While casual employment benefits organisations monetarily, it frequently poses serious difficulties for the employees who are employed in it. Casual employment is characterised by job uncertainty, which leaves employees unsure of the continuation of their roles. The impact of this instability on employees' motivation, job happiness, and general work behaviour is significant. According to Okafor (2010), casual workers frequently feel under-appreciated by the institutional hierarchy, which can cause alienation, diminish organisational loyalty, and a propensity for deviant behaviour like absenteeism or a drop in productivity. Furthermore, the absence of official training and development options hinders casual workers' ability to advance in their careers and keeps them stuck in a loop of low-skill, low-paying occupations with little chance of upward mobility (Amune, 2015).

From a theoretical standpoint, Precarious Employment Theory, which highlights the connection between precarious employment conditions and the detrimental effects on workers' psychological and financial well-being, can be used to analyse the growing use of casual employment in universities. The experiences of casual workers in Nigerian universities bear to Kalleberg's (2009) theory that precarious employment results in worse work quality, lower worker satisfaction, and higher vulnerability to exploitation. Furthermore, the lack of job security acts as a negative hygiene factor that undermines the motivation of casual workers and results in negative work behaviours. This can be explained by Herzberg's Two-Factor Theory (1959), which distinguishes between hygiene factors (e.g., job security, working conditions) and motivators (e.g., recognition, achievement).

To sum up, informal employment in Nigerian universities is a complicated issue that affects both the labour force and the effectiveness of the institution. Although it gives colleges financial flexibility, temporary workers frequently experience job insecurity, low morale, and unfavourable work habits as a result. To address the issues of job security and improve overall workforce productivity in Nigerian universities, policies that take into account the dynamics of this employment arrangement and its effects on workers must be developed.

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## **Prior studies on job security and work behaviour in various sectors**

Studies on job security have repeatedly shown that it has a major impact on employees' behaviour at work in a variety of industries, especially in settings where employment is temporary or casual. Researchers like Greenhalgh and Rosenblatt (2010) contend that an employee's motivation, dedication, and output are significantly influenced by their job security—that is, their perception of the certainty of their employment. Employees with a sense of job security typically display good work behaviours, such as increased productivity, commitment to the organisation, and a lower inclination to leave. On the other hand, casual workers frequently experience a lack of job security, which can lead to unfavourable work behaviours like absenteeism, a decrease in commitment, and an increase in stress associated to the workplace (De Cuyper et al., 2018).

The relationship between work conduct and job security in the setting of informal employment has been the subject of multiple research. For example, Burgess and Campbell (2017) looked at informal employment in the Australian labour market and found that inadequate job security is often experienced by casual workers, which is linked to dissatisfaction and reduced job satisfaction. Their research revealed that a common perception among temporary workers is that they are disposable, which breeds sentiments of job insecurity and results in a reduction in work output and organisational citizenship practices. These observations align with the research of Wang, Lu, and Siu (2015), who found that temporary workers in China's hospitality industry showed higher levels of anxiety connected to their jobs and a deficiency in motivation because of their unstable work status.

Research on work habits and job security in Nigeria has mostly concentrated on industries like banking, manufacturing, and education. Okafor (2016) investigated the impact of job instability on workers in Nigeria's banking industry. According to the study, the widespread use of temporary contracts created an atmosphere of uncertainty, which in turn led to unfavourable work behaviours like decreased organisational commitment and job satisfaction. Ogunyomi and Bruning (2020) found similar results in their study on the manufacturing industry. They found that casual workers experienced higher levels of job insecurity, which affected their performance on the job and increased the likelihood of deviant behaviours like theft and absenteeism.

While there isn't much study on work habits and job security in academic settings, insights can be gained from studies conducted in other industries. The unstable character of temporary work in academic settings can be similar to trends seen in industry and finance. For example, the absence of access to benefits like healthcare, pensions, and prospects for professional growth for casual workers in universities exacerbates their sense of insecurity. According to Eyitayo (2019), temporary academic staff members in Nigerian institutions are frequently regarded as "second-class employees," which breeds discontent, a lack of dedication, and a higher risk of employee turnover. Non-academic casual employees are probably going to be similarly impacted by this dynamic, which will show in their work behaviours as a lack of effort and engagement.

Previous research indicates that job security has a significant impact on how people behave at work in a variety of settings, including temporary employment. The experiences of temporary employees in industries including manufacturing, finance, and hospitality show trends of disengagement and lower productivity as a result of job instability. These results imply that similar results may be anticipated in academic environments, where temporary employees are probably going to encounter similar degrees of insecurity and the corresponding effects on their conduct at work.

## **Connection between job insecurity and workplace deviance, productivity, and motivation**

Workplace conduct is greatly impacted by job insecurity, especially in temporary employment situations. This results in a complicated interaction between motivation, productivity, and deviance. Precarious working conditions, such as erratic job tenure, inadequate benefits, and little prospects for career progression, are frequently experienced by casual workers (Guest, 2017). These circumstances' general air of uncertainty sometimes breeds emotions of job insecurity, which has a detrimental effect on employees' attitude at work. Understanding how job insecurity affects workplace outcomes is essential to designing methods that enhance employee well-being and institutional productivity in the context of casual workers in a university environment in Kwara State, Nigeria.

Workplace deviance, which is defined as voluntary activity that transgresses organisational standards and jeopardises the organization's or its members' well-being, has been closely associated with job instability (Robinson & Bennett, 1995). Because their jobs are insecure, casual employees may turn to criminal activity as a coping strategy for the stress and anxiety that come with job instability (Tepper, 2007).

According to studies, workers who experience high levels of job insecurity are more likely to participate in unproductive work practices such theft, insubordination, and absenteeism (Schreurs et al., 2012). These actions are frequently the consequence of workers' emotions of unfairness and discontent when they believe their employment connection is unfair, which weakens their sense of loyalty to the company. In academic settings, where productivity and constancy in work are essential to sustaining institutional processes, this lack of motivation is especially troublesome.

Understanding the impact of job insecurity on motivation and work behaviour can be facilitated by utilising the theoretical framework of Self-Determination Theory (SDT) (Deci & Ryan, 1985). According to SDT, people are driven by both internal and external sources. Internal motivation is the result of basic psychological demands like relatedness, competence, and autonomy being met. These demands are frequently satisfied in casual work arrangements since employees receive little acknowledgement for their skills, have little control over their job circumstances, and may feel cut off from the core workforce. This lack of drive is especially detrimental in academic settings, where maintaining institutional processes depends on productivity and constancy in effort.

Theoretically, Self-Determination Theory (SDT) (Deci & Ryan, 1985) offers a helpful prism through which to view how work behaviour and motivation are impacted by job uncertainty. According to SDT, people are motivated by both internal and external causes. Internal motivation results from the satisfaction of fundamental psychological demands including relatedness, competence, and autonomy. These demands are frequently unmet in temporary work arrangements since employees have little influence over their job circumstances, get little credit for their skills, and may feel cut off from the main workforce.

As a result, employment uncertainty reduces intrinsic motivation, which causes disengagement and decreased output. Lack of job stability makes it more difficult for employees to take care of their psychological requirements, which leads to poor performance and other negative work behaviours like deviance. Equity Theory (Adams, 1963) further bolsters the connection between aberrant workplace behaviours and job insecurity. This theory holds that employees compare themselves to others in comparable roles in terms of the ratio of their inputs (skills, effort) to outputs (compensation, job security).

Insecure temporary employees frequently feel that their contributions and benefits are not commensurate with those of their full-time co-workers. When workers try to restore fairness, their perceived inequity might lead to emotions of discontent and deviant behaviours (Ambrose et al., 2002). Despite being ineffective, these behaviours are attempts to vent displeasure and reclaim control over their working environment. Job insecurity has a big impact on motivation, productivity, and workplace misbehaviour. Casual workers are more susceptible to the negative impacts of job insecurity, which might include increased deviant behaviour, decreased productivity, and decreased motivation. This is especially true in academic settings.

### **Theoretical Framework on Job Security and Work Behaviour of Casual Workers**

Comprehending the impact of job security on the work behaviour of casual workers at universities requires a theoretical framework that comprehensively addresses the complexities of this relationship. In order to clarify how job security affects the motivation, engagement, and general performance of casual workers in university settings in Kwara State, Nigeria, this paper synthesises the Job Security-Performance Theory and Social Exchange Theory.

#### **Job Security-Performance Theory**

The Job Security-Performance Theory proposes that job security significantly impacts employee engagement and performance. According to Greenhalgh and Rosenblatt (1984), a perceived difference between the

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intended and actual levels of employment security leads to emotions of job insecurity. This view may trigger unfavourable emotional and behavioural reactions that eventually affect productivity at work.

The consequences of job security are significant when considering temporary employees at Nigerian institutions, who frequently work under short-term contracts and always face the possibility of not being hired again. According to the hypothesis, employees lose commitment, motivation, and job satisfaction when they feel insecure in their employment. Due to the fear of losing their work, they might not put in as much effort or be as engaged as they could be (Olanrewaju et al., 2021).

In academic contexts, where casual workers may turn to detrimental work behaviours like absenteeism and lack of effort due to their precarious working position, this association between job security and performance is crucial (Adeyemi et al., 2023). Employee disengagement might result from the psychological toll that job instability takes, making them feel less motivated to make a good impact on their workplace. This disengagement can appear in different ways, including decreased productivity and an unwillingness to engage in duties that go beyond their essential job responsibilities.

### **Social Exchange Theory**

An additional perspective through which to view the relationship between work behaviour and job security is provided by social exchange theory. This idea, which was developed by Blau in 1964, highlights the reciprocal nature of the connection between an employer and an employee. It postulates that employees are more inclined to show loyalty and commitment in response to favourable treatment, such as employment security. On the other hand, workers may feel under-appreciated and disengaged if they believe their jobs are not secure.

The sense of reciprocity that is necessary to promote organisational commitment is severely undermined in the case of casual workers in Nigerian colleges by their unstable employment. Casual workers may believe that their employers don't care about their long-term well-being since they frequently struggle with the unpredictability of contract renewals. Lower levels of organisational citizenship behaviour, a weaker work ethic, and a higher chance of absenteeism can all be consequences of this perceived imbalance (Adebayo & Olatunde, 2022). A cycle of disengagement may result from an unsupportive work environment that lacks job security, when workers feel forced to reduce their effort in reaction to what they perceive to be their employers' lack of commitment.

Furthermore, job uncertainty among temporary workers may cause them to prioritise short-term survival over long-term professional advancement, which can impede both personal and professional development (Fagbemi et al., 2020). Their inability to pursue opportunities for skill enhancement or take on more responsibilities—both of which are essential for job advancement—can be hampered by this lack of desire.

### **Relevance of Theoretical Frameworks to Casual Workers**

A thorough knowledge of how job security influences the work behaviour of temporary employees in universities in Kwara State, Nigeria, is made possible by the integration of Social Exchange Theory and Job Security-Performance Theory. When taken as a whole, these theories show how casual workers' unstable work environments might affect their motivation and output.

According to the Job Security-Performance Theory, there is a direct correlation between job security and work-related outcomes. This means that individuals who work irregular hours and constantly deal with unpredictable work settings are unlikely to provide their all. Social Exchange Theory, which emphasises the relational dynamics at work, lends additional credence to this; casual workers may respond with disengagement and decreased organisational commitment when they perceive a lack of job security.

In the end, resolving the issues encountered by casual workers in academic institutions requires a thorough grasp of how job security affects their behaviour at work. University administrators can improve motivation, performance, and overall workplace satisfaction among casual employees by implementing initiatives to

strengthen job security, given their awareness of the psychological and emotional ramifications of job insecurity.

The insights from the social exchange theory and the job security-performance theory when combined highlight how important job security is in determining how casual workers behave at work in Kwara State's university setting. Institutions can improve work outcomes, increase employee engagement, and ultimately contribute to a more pleasant academic atmosphere by cultivating a more secure work environment.

## METHODOLOGY

The study examined at how job security affected casual workers' work habits in a university context in Kwara State, Nigeria, using a mixed-method research methodology. An extensive analysis of the phenomenon under study is made possible by this approach, which successfully combines quantitative and qualitative methodologies. University A, University B, and University C comprised the target group of 1,333 casual workers. Using Taro Yamane's method (1973), a multi-stage sampling technique was used to select a sample size of 363 individuals that was appropriate. While reducing bias, this approach guaranteed a representative sample.

Distribution of structured questionnaires and in-depth interviews with chosen participants were the methods used for data collection. While interviews offered qualitative insights into individual experiences and perspectives, the surveys sought to measure several aspects of job security and work behaviour. The study conformed rigorously to ethical principles, such as voluntary participation and secrecy, and subjects were guaranteed anonymity throughout.

To determine the correlations between job security and work behaviour, quantitative data were analysed using SPSS software. Descriptive statistics, correlation analysis, and regression analysis were used in the analytical process. In order to uncover patterns and themes from the qualitative data and provide a more nuanced view of the issues at hand, the quantitative findings were enhanced by thematic content analysis. This mixed-method approach makes it easier to understand how casual workers' work behaviour in a university setting is influenced by their employment security.

## RESULTS AND DISCUSSION OF FINDINGS

This section provides a thorough investigation of how job security affects casual workers' work behaviours in a university context in Kwara State, Nigeria, through the results and discussion of findings. Based on the gathered data, the analysis seeks to clarify the ways in which different facets of work behaviour are influenced by job security, utilising empirical data to offer a comprehensive grasp of the topic.

### Demographic Characteristics of the Respondents

The data offers a thorough summary of the demographic makeup of temporary employees in Nigerian universities in Kwara State. It focusses on important factors including department or unit, length of employment, university connection, gender, age distribution, and educational background. The study uncovers patterns and implications that provide a more nuanced picture of the working conditions and context in which these temporary workers function by examining these traits and comparing them with findings from the body of current literature.

**Table 1: Demographic Data of the Respondents**

	Frequency	Percentage
Gender		
Male	241	66.4

Female	122	33.6
Age		
18-25	23	6.3
26-35	24	6.6
36-45	72	19.8
46-55	147	40.5
56 and above	97	26.7
Educational Qualification		
Secondary School	48	13.2
Diploma	49	13.5
Bachelor's Degree	144	39.7
Postgraduate Degree	122	33.6
University you currently work at		
University A	120	33.1
University B	121	33.3
University C	122	33.6
Department/Unit		
Library	24	6.6
Security Unit	97	26.7
Admissions Office	73	20.1
Human Resource Departments	49	13.5
Information and Communication Technology	47	12.9
Work/Maintenance Unit	73	20.1
Duration of working as a casual worker at the university		
Less than 6 months	24	6.6
6 months - 1 year	121	33.3
1-2 years	96	26.4
More than 2 years	122	33.6
Total	363	100

Source: Author's Computation from Fieldwork (2024)



The gender distribution of casual workers indicates a notable male majority, with 66.4% of the respondents being male. This pattern fits nicely with general labour market trends, where gender disparities are prevalent in some industries (Blau & Kahn, 2017). It is possible to explain the over-representation of men in this context to certain work responsibilities seen in academic settings, which reflect occupational segregation, which frequently divides labour along gender lines.

The age distribution of the workforce demonstrates diversity, with 40.5% of respondents falling into the 46–55 age range. This suggests a more experienced team that probably brings a wealth of professional knowledge. The younger age groups, on the other hand, have lower representation (18–25 and 26–35), which may indicate that younger people have difficulty finding part-time work in the academic sector.

Given that 73.3% of casual workers have at least a bachelor's degree, their educational backgrounds show that they are a highly educated population. This is in line with an increasing trend wherein entry-level jobs are increasingly requiring advanced qualifications (Jackson, 2021). Remarkably, 33.6% of the participants had postgraduate degrees, underscoring the wide range of skills that casual workers possess.

The respondents' distribution among the universities shows a fairly equal split, with roughly 33% of the respondents coming from each university. This balance suggests that the study conclusions will probably provide a comprehensive view of casual employment in University B, lowering the possibility of institutional biases.

The many tasks that casual workers fulfil within the university context are reflected in the variable distribution of these personnel throughout various departments and units. Interestingly, the Work/Maintenance Unit makes up 20.1% of the workforce, while the Security Unit makes up 26.7%. This concentration implies that there is a higher likelihood of informal employment in some roles, such as maintenance staff and security personnel, which are frequently outsourced (Quinlan, 2018).

The employment duration data shows a fairly equal representation over all tenure durations. A considerable proportion (33.3%) of the workforce has been on the job for six months to a year, and a noteworthy proportion (33.6%) has been on the job for more than two years. This tenure variance emphasises how short-term and longer-term employment are combined, highlighting how flexible casual labour arrangements are.

### Job Security and Work Behaviour

This section looks at how important job security is for determining how casual workers behave at work in academic contexts. The significance of employment terms, conditions, and contract renewals in influencing employee conduct is emphasised, underscoring the need of straightforward and unambiguous procedures in fostering stability and self-assurance among temporary employees.

**Table 2: Having a Written Contract Outlining Employment Terms and Duration of Casual Employees**

	Frequency	Percentage
Yes	170	46.8
No	193	53.2
<b>Total</b>	<b>363</b>	<b>100</b>

**Source: Author's Computation from Fieldwork (2024)**

The frequency of signed contracts among temporary employees in universities B is seen in Table 2. 53.2% of respondents do not have a written contract outlining their work conditions and length, compared to 46.8% of respondents who have. For employment interactions to be transparent and clear, written contracts are essential. According to research, formal employment agreements that specify duties, responsibilities, and the duration of

work help to ensure job security (Debus et al., 2020). For more than half of the casual workers, there are no written contracts, which may cause problems with job security, role clarity, and dispute resolution.

The aforementioned discovery highlights the necessity of examining and harmonising employment procedures to guarantee that temporary employees comprehend the limits of their participation. Improving the contract structure can enhance the whole work experience and give casual employees at University B a more stable and secure workplace.

**Table 3: Feeling of Job Security in the Current Position as a Casual Worker**

	Frequency	Percentage
Yes, very secure	73	20.1
Somewhat secure	144	39.7
Not very secure	98	27.0
Not at all secure	48	13.2
<b>Total</b>	<b>363</b>	<b>100.0</b>

**Source: Author’s Computation from Fieldwork (2024)**

The table provides insight into how casual employees at University B perceive their level of job security. Data reveals a variety of answers: In their current positions, 20.1% of employees feel extremely secure, 39.7% feel moderately secure, 27.0% feel not very secure, and 13.2% feel not at all secure. This range demonstrates how complicated temporary work may be. Even while a sizeable percentage of respondents say they feel somewhat secure in their jobs, a sizeable percentage also say they are insecure. The nature of casual labour, the lack of formal contracts, and the inherent instability of temporary roles are some of the variables that may be responsible for this difference (Jayaram and Varma, 2020).

When respondents were invited to share their thoughts on the subject, one male casual worker from the works unit at the University A provided the following statement:

"I feel reasonably secure in my current position, having been with the organization for a few years and established good relationships with my colleagues. However, the absence of a formal contract occasionally causes me unease. I often worry about the potential uncertainty surrounding the renewal of my contract or the possibility of termination." (Male/45/Works/University A)

Another male respondent from the admissions office at Kwara State University stated:

"I'm fortunate to feel very secure in my job. Having been here for over five years, I consistently receive positive feedback on my performance. Additionally, my strong relationship with my supervisor contributes to my sense of job security" (Male/28/Admissions office/University B)

**Table 4: Confidence that the Contract of Casual Workers Will be Renewed**

	Frequency	Percentage
Very confident	97	26.7
Somewhat confident	71	19.6
Neutral	73	20.1

Not confident at all	122	33.6
<b>Total</b>	<b>363</b>	<b>100.0</b>

**Source: Author’s Computation from Fieldwork (2024)**

Table 4 shows the degree of trust that temporary employees have in the renewal of their contracts at Kwara State colleges. The information shows a variety of feelings: Workers who are highly sure in the renewal of their contracts report 26.7%, 19.6%, 20.1%, and 33.6%, respectively, as being somewhat confident, neutral, and not at all optimistic. This deviation reveals a notable discrepancy in the confidence levels of temporary employees. Although a significant proportion exhibits a high degree of confidence, a considerable proportion displays uncertainty or scepticism. A number of reasons, such as job performance evaluations, imprecise communication regarding renewal criteria, and the erratic nature of casual employment, may be responsible for this fluctuation (Stamolampros et al., 2019).

In the respondents' expressions during the interview session, a female participant from the Library Department of University A stated:

"I am reasonably confident that my contract will be renewed. Having worked in the library for nearly two years, I believe I have performed well. However, the absence of clear renewal criteria sometimes causes me concern. A formal performance evaluation could offer more clarity on this matter" (Female/37/Library/UNI A).

Another respondent, a male employee from the ICT Unit at University C, mentioned:

"I am highly confident that my contract will be renewed. The ICT unit greatly appreciates my skills and has involved me in several projects. I maintain a positive relationship with my supervisor, and we've had discussions about potential future roles. Overall, I feel secure in my position" (Male/43/ICT/UNI C).

Research highlights how important it is to have clear communication, receive positive performance reviews, and have a stable job when it comes to influencing people's confidence in contract renewals (Santoso & Gallage, 2020; Goel, 2023). Because casual employment is inherently unstable, workers' concerns regarding the length of their contracts are frequently heightened (Whiteside, 2021). One study outcome aligns with Lee and Li's (2021) focus on the need of clear communication in fostering confidence: a male responder from the University of Ilorin voiced concerns with the absence of transparent renewal criteria. On the other hand, a female respondent from Alh-Hikma University exuded confidence, which is indicative of the benefits of supportive work relationships and performance recognition (Taheri et al., 2020).

**Table 5: Level of Job Security Affects Motivation of Contract Workers**

	Frequency	Percentage
Yes, significantly	193	53.2
Somewhat	48	13.2
Not much	74	20.4
Not at all	48	13.2
<b>Total</b>	<b>363</b>	<b>100</b>

**Source: Author’s Computation from Fieldwork (2024)**

Table 5 examines the relationship between motivation and job security for temporary employees in Kwara State universities. The findings show that 53.2% of respondents think their degree of job security has a major impact on how motivated they are at work. In the meantime, 20.4% report little influence, 13.2% report no

effect at all, and 13.2% feel moderately affected. This information demonstrates a strong correlation between casual workers' work motivation and job stability. The psychological impacts of job instability on motivation are noted in supporting literature, which highlights this connection (Shin et al., 2019).

The significant percentage of responders who cite a significant impact highlights how important job security is in encouraging a motivated workforce. These findings are supported by other research (Suyono et al., 2021; Bashir and Gani, 2020), which indicates that a secure work environment has a favourable impact on workplace motivation by increasing employees' commitment, job satisfaction, and overall motivation.

**Table 6: Likelihood of Looking for a Permanent Position Elsewhere Due to Job Security Concerns**

	Frequency	Percentage
Very likely	145	39.9
Somewhat likely	120	33.1
Neutral	24	6.6
Somewhat unlikely	25	6.9
Very unlikely	49	13.5
<b>Total</b>	<b>363</b>	<b>100</b>

**Source: Author's Computation from Fieldwork (2024)**

Table 6 looks at how likely it is that temporary employees who are worried about their job security may look for permanent opportunities elsewhere. The information shows a variety of reactions: Thirteen percent said they are extremely improbable, thirty-three percent said they are somewhat likely, six percent said they are indifferent, and ninety-nine percent said they are very likely to look for permanent work elsewhere. The noteworthy percentage of participants who want to investigate full-time roles elsewhere highlights the critical influence of job security on the decision-making process for temporary employees. This result is consistent with other studies that indicate a significant factor influencing turnover intentions is perceived job instability (Brougham & Haar, 2020).

In interviews, respondents provided their candid opinions on this matter. One such respondent, a female from the Sociology department of University C, shared her perspective:

"I am somewhat inclined to seek a permanent position elsewhere. Although I value my work in the Human Resources Department, the uncertainty surrounding permanent career pathways is concerning. Without clear prospects for long-term stability, it seems reasonable to explore other opportunities" (Female/41/SOC/UNI C).

On the other hand, a male respondent from the Security Unit of University B stated:

"I am highly unlikely to pursue a permanent position elsewhere. Despite the challenges associated with casual employment, I find significant fulfilment in my role within the Security Unit. The camaraderie I've built with my colleagues, combined with the recognition of our contributions, reinforces my commitment to my current position" (Male/52/Security/UNI B).

Studies by Richter et al. (2020) and Brougham and Haar (2020) show a relationship between higher intentions and actual turnover behaviour related to job uncertainty. These results are supported by the data in Table 6, which demonstrates that the inclination to look for more stable employment is significantly predicted by worries about job security.

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## CONCLUSION

The impact of job security on the work behaviour of casual workers in universities in Kwara State, Nigeria, has been thoroughly analysed by this study, to conclude. The results highlight how important job stability is for a number of factors of performance and engagement for temporary employees. One important factor influencing motivation, job happiness, and general work behaviour has been identified as job security. The information showed that temporary employees who face employment instability frequently suffer from low motivation, high absenteeism, and low job satisfaction, all of which have a negative impact on their output.

Theoretical frameworks such as Maslow's Hierarchy of Needs Theory, Social Exchange Theory, and Job Security-Performance Theory provide important insights into how employee behaviour is influenced by job security. While Maslow's Theory explains how insufficient job security might impede workers' advancement beyond fundamental survival needs, the Job Security-Performance Theory emphasises how workplace instability can lead to disengagement and diminished effort. The reciprocal character of employment relationships is further clarified by Social Exchange Theory, which also demonstrates how workers' commitment and loyalty can be undermined by perceived job instability.

Additionally, a significant percentage of temporary employees do not have formal contracts and are confused about contract renewals, which adds to their sentiments of job instability, according to the report. Many people seek for more permanent employment options as a result of this instability, which is consistent with larger trends in casual employment brought on by financial restrictions.

Targeted initiatives are needed to address these problems, such as better hiring practices and more transparent contractual arrangements. Universities may encourage a more driven, devoted, and effective workforce by improving job security and attending to the issues of casual workers. To develop more all-encompassing solutions, future research should examine additional aspects of job security and its effects on temporary workers in various institutional contexts.

## RECOMMENDATIONS

The research conducted at Kwara State institutions on job security and its effect on the work habits of temporary employees yielded the following recommendations:

- a) **Establish Formal Contracts:** To give transparency and lessen job uncertainty, universities should create written contracts for all temporary employees. Having clear agreements will aid in defining the terms, conditions, and expectations of employment, which will promote better work habits and more job stability.
- b) **Strengthen Job Security Measures:** Organisations ought to create guidelines to provide more steady work opportunities. This may involve extending contract terms or setting up procedures for converting temporary employees into permanent roles, which would increase job security and employee enthusiasm.
- c) **Revision of wage structures to ensure equitable compensation in line with employees' roles and duties can improve workers' job satisfaction and lessen the financial strain brought on by employment instability.**
- d) **Offer Professional Development Opportunities:** By giving casual employees access to training and professional development programs, employers can improve their abilities, value them more to the company, and give them chances to grow in their careers, all of which can help them feel less insecure and stagnant.
- e) **Promote a Supportive Work Environment:** By attending to the particular difficulties encountered by temporary employees, universities can promote a supportive work environment. In order to enhance their overall work experience and lessen stress associated with job insecurity, this involves giving them access to tools and support networks.
- f) **Regularly Evaluate Perceptions of Job Security:** Organisations ought to periodically interview casual employees to find out how they feel about their work environment and job security. By proactively addressing

issues and providing valuable feedback, policy improvements can be made to better meet the requirements and concerns of temporary workers.

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