

Morality Under Pressure: Examining Job Insecurity and Counterproductive Work Behaviors in Palestine's Industrial Sector

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RESEARCH PB, OBJECTIVE, & AIM

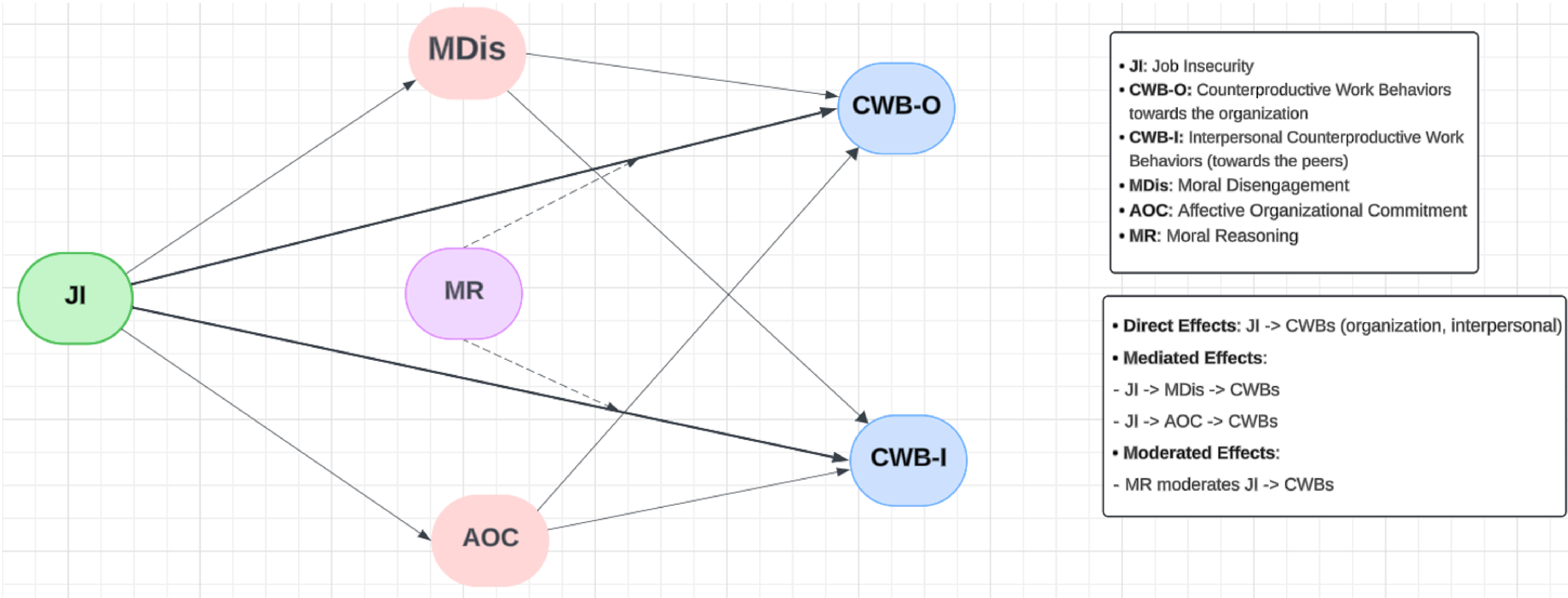
- **Research Problem:** Job insecurity threatens organizational ethical standards and affects broader community behaviour over time.
- **Research Objective:** To investigate the relationship between JI and counterproductive work behaviours (CWBs) in Palestine's pharmaceutical sector, focusing on chronic JI's impact on ethical behaviours and the role of morality.
- **Research Aim:** To examine how continuous JI influences CWBs' attitudes toward the workplace and colleagues and explore shifts in employee morality under prolonged JI.
- **Research Gap:** Most studies on JI focus on well-established regions like Europe and the US, neglecting other contexts such as the Palestinian one.
- **Business Problem:** in the Palestinian market, driven by unpredictable political and economic instability, leads to financial instability and ethical compromises as employees strive to secure their income. This presents significant challenges for organizations aiming for sustainability, impacting employee behavior, organizational ethics, and community morality.

CONCEPTUAL FRAMEWORK & RQ

RQ: How does JI directly and indirectly affect CWBs through various psychological mechanisms, such as moral disengagement and affective organizational commitment, and how do factors like moral reasoning moderate this relationship?

- **Independent variable:** Chronic Job Insecurity (JI)
- **Dependent variable:** Counterproductive Work Behaviours (CWBs) towards organizations (CWB-O) and peers (CWB-I)
- **Mediating Variables:**
 - Moral Disengagement
 - Affective Org. commitment
- **Moderating Variable:**
 - Employees' Morality (Moral Reasoning Stages).

CONCEPTUAL MODEL



RESEARCH DESIGN

1. **Cross-Sectional Survey Design**
2. **Data Collection:** An online survey will be emailed to employees across different departments and job roles in the pharmaceutical companies of the West Bank.
 - **Survey Instruments:**
 - **CJI:** Hellgren, Sverke, and Isaksson (1999)
 - **CWBs:** Bennett and Robinson (2000)
 - **Moral Disengagement:** Moore et al. (2012)
 - **Affective Commitment:** Mowday et al. (1979)
 - **Moral Reasoning:** Chaar (2009)
 - **Control Variables:** Age, gender, type of contract (e.g., permanent, temporary).
 - **Data Collection Procedure:** An invitation email containing the survey link will be sent to all employees.
3. **Sampling Design:** Non-Probability (A Combination Between Convenience and Quota Sampling)
 - **Unavailability** of a comprehensive population frame from pharmaceutical
 - **Convenience:** Accessible participants.
 - **Quota:** Represent gender and employment status (to create strata within the sample).
 - **Sample Size:** ≥ 300, for reliable SEM analysis (Bentler & Chou, 1987).
4. **Data Analysis:** Structural Equation Modeling (SEM)

EXPECTED CONTRIBUTION

- **Extended Knowledge:** Expect to understand the impact of chronic JI on CWBs and the role of employee morality in a volatile context like the Occupied Palestinian Territory (OPT).
- **Regional Insights:** Findings will be valuable for other developing countries in the Middle East and Africa with similar contexts.
- **Guidance for Organizations:** Provide insights to Palestinian organizations on managing chronic JI and mitigating its impact on unethical behaviour, safeguarding ethical standards among the workforce

