

The impact of human resources management practices in the crisis on the sense of job security

Field study on organizations working in the service sector in Damascus

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Abstract

The aim of this study is to identify the impact of human resource management practices in the crisis on the sense of job security in the service sector. A random sample was selected from 88 individuals whose responses were obtained through a questionnaire developed for this purpose.

The study showed several results, the most important were:

- There is a difference in the respondents' perception of the application of human resources management practices. The results showed that the most recognized practices of the respondents are (transfer and transfer training, reducing the number of employees and increasing the workload). And that the less conscious practices are (freeze appointments and reduce working hours).
- There were no significant differences among the respondents towards the sense of job security according to the gender variable and the variable level of education.
- There were significant differences among the respondents towards the sense of job security according to the variable years of experience, and the most feeling category of job security are individuals with less than 3 years of experience compared to other groups.
- There is an impact of the practice of human resources management (reducing the number of employees) in light of the crisis on the loss of feeling of job security among employees in the organizations under study.
- The practices of (empowering employees - performance evaluation and fairness of procedures - and reduction of overtime) are best human resource management practices that enhance the sense of job security in the crisis.

For the Paper in Arabic Language See the Pages (65-92).

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