

Social Security and Employee Stability: The Mediating Role of Trust Relationship in Jordanian Industrial Companies

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Abstract

This study is to verify the impact of social security and its dimensions (old-age, disability and death pension, work injury compensation, unemployment insurance, maternity insurance) on the employees stability and its components (job stability, continuing with the company and stability of relationship with the company) in Jordanian industrial companies. The study also sought to determine the impact of trust as a mediating role on the relationship between social security on the stability of employees in these companies. The questionnaire was the data collection tool in this study, which was distributed to the study sample. The sample consisted of 231 respondents taken from the sample consisted of 14 large, medium and small industrial companies. The results of the study confirmed that there is a positive impact of social security services on the stability of employees with its three components. Also the results showed that there is a statistically significant effect for social security on employee stability with the existence of trust relationships as a mediating variable in Jordanian industrial companies. Depending on the results of hypothesis testing, a set of conclusions and recommendations were presented that could be used by the Jordanian industrial companies.