

study was based on the stress-retention model (Podsakoff et al., 2007; Schauenbroeck et al., 1989). Self-reported data for the study were derived from Finnish University staff (2137 individual respondents; 78 work departments) in 2008. ML-SEM results showed that all key constructs were contextual, that is, shared experiences within work departments, providing adequate basis for multilevel modelling. We also found that occupational un-wellbeing (high exhaustion, low vigour) partly mediated the relationship between job insecurity and turnover intention at both levels. Thus, a direct positive relationship between insecurity and turnover intention prevailed significant at both levels also after entering the mediator into the model. Consequently, job insecurity had detrimental effects on withdrawal behaviour at work beyond individuals, confirming that emotional contagion does occur in the workplace. In order to avoid large-scale commitment problems in organizations those departments/units suffering most from job insecurity should be identified.

WHEN JUSTICE WORKS: TESTING THE UNCERTAINTY MANAGEMENT MODEL AMONG ITALIAN EMPLOYEES

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Abstract: Organizational justice can play an important role in buffering the harmful effects of job insecurity on work attitudes and behaviours (e.g. Brockner and Greenberg, 1990). There is widespread empirical evidence of the positive role of organisational justice, building on social exchange theory as theoretical explanation (e.g. Cohen-Charash and Spector, 2001). A limitation of social exchange-based explanations of employee behaviour is that these theories do not specify the conditions under which fairness concerns become important for employees. An alternative model that states accounts for this omission is Uncertainty Management Theory (UMT: Lind and Van den Bos, 2002). According to UMT, people especially rely on justice information when they are confronted with uncertainty: in this condition fairness judgements have a stronger impact on a variety of outcomes. This study tested the Uncertainty Management Model among Italian employees. In accordance with the model, we hypothesize that organizational justice moderates the negative relationship between job insecurity and work attitudes (commitment and satisfaction) and behaviours (performance and organizational citizenship behaviour). We

hypothesise that the effects of job insecurity on outcomes will be particularly strong in an unjust job situation. Consequently, high job insecurity together with low organizational justice will be associated with low levels of organizational commitment, job satisfaction, job performance and organizational citizenship behaviours; in turn, negative effects of the job insecurity for work attitudes and behaviours are moderated by high perceived justice. Data will be gathered in an organization of north-east of Italy, including temporary and permanent workers. The results will be presented at the conference.

Presentations: Research and Methodology: Measurements and Psychometrics

Main topic area: Research and Methodology

Location: 2.1 Colorado (10:30-11:45)

Chair: Aujla, S., *University of Guelph, Brampton, Canada*

JOB SATISFACTION SURVEY: A CONFIRMATORY FACTOR ANALYSIS BASED ON SECONDARY SCHOOL TEACHERS' SAMPLE

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Abstract: For the last few decades job satisfaction has been one of the most popular interests' among scientists, researchers and practitioners (Blood et al., 2002; Spector, 1997). Although, the phenomenon of job satisfaction has been broadly researched, still, there are several problematic areas in the field. One of the problematic areas in the research field of job satisfaction is that specific samples, such as teachers are many times evaluated using general instruments that may not always reflect the properties and characteristics of the sample. Although, there is hypothesis that general job satisfaction instruments do not always reflect specific sample's characteristics (Spector, 1997), there were no studies made to explain this issue. Based on this problematic area we generated the main goal for our study. In the presentation, we discuss examination of the Job Satisfaction Survey's (P.Spector, 1996) relevance for estimation of job satisfaction of the teacher population. The schools for the study were chosen using a convenient sampling method. The sample of 351 teachers, 310 (88.3%) women, 31 (8.8%) men and 10