

one hand, and burnout and deteriorated mental health on the other, for individuals reporting low levels of perceived transformational leadership compared to those reporting medium or high levels. However, the moderated effect was less pronounced for the second burnout variable, disengagement. Compared to quantitative job insecurity, our results show that qualitative job insecurity is a relatively more powerful predictor of ill-health than previously assumed, implying that these well-educated individuals find it more stressful anticipating losing important job features compared to anticipating losing their jobs. Another important finding is that transformational leaders appear to reduce some of the negative health consequences of quantitative job insecurity among their employees. However, the non-significant effects of transformational leadership on the relationships between qualitative job insecurity and ill-health suggests that more research is needed on how to reduce negative health effects of job insecurity.

#### SAFETY AT WORK: TWO DIFFERENT MODERATING MODELS CONSIDERING ORGANISATIONAL SAFETY CLIMATE AND JOB INSECURITY

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*Abstract:* This study attempts to combine two different areas of research exploring the relationship between job insecurity (JI) and workplace safety. In the past years, there has been a great amount of research on the consequences of JI (e.g. De Witte, 1999; Sverke, Hellgreen and Naswall, 2002), but few studies explicitly considered the role of job insecurity on safety outcomes. Moreover, results of these studies show conflicting findings (Probst & Broubaker, 2001; Parker, Axtell and Turner, 2001), suggesting that this relationship could be moderated by other variables that may influence the extent to which JI affects employee safety outcomes. Probst (2004) found that one of these moderators is organizational safety climate (Zohar, 2010). In a pilot study conducted in North-east Italy in manufacturing sector we try to deeper investigate this moderating effect, considering the influence of JI on determinants of safety behaviours (Neil, Griffin & Hart, 2000), that is safety motivation and safety knowledge, in particular distinguishing between motivation to comply and motivation to participate. We also want to test an alternative model in which JI acts as a moderator of the relationship between safety climate and determinants and components of safety behaviours.

#### SAGIE'S (1994) TASK BEHAVIOURS AS A REFLECTION OF NEED FOR ACHIEVEMENT: IMPLICATIONS FOR ENTERPRISE EDUCATION AND EMPLOYABILITY

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*Abstract:* Need for achievement (nAch) is considered to be a key entrepreneurial quality. Research shows that this distinct human motive can be distinguished and assessed in any group. This study explores the extent entrepreneurial characteristic behaviours described by Sagie (1994) are a sufficient reflection of people scoring high a typical measure of nAch (i.e. construct validity). This was tested among a purposive sample of under-graduate students. Two groups screened for nAch participated in a purposely-created, computer-based vignette exercise, reflecting each of Sagie's tasks. Results showed that high nAch individuals prefer to take personal responsibility for their work, are ready to face difficulties and choose to persevere and strive for perfection and success in their work compared to those who scored low on nAch. This study has implications for the development of Sagie's tasks in the form of activities as part of a broader entrepreneurial education. Research should provide a base to develop best practices to enhance students' intrinsic motivation to achieve. This quality is important to entrepreneurial behaviour. This study explores the behaviours that potentially reflect nAch and suggests that these must be nurtured amongst young adults and to increase young people's employability.

#### THE RELATIONSHIP BETWEEN EMPLOYABILITY AND WORKING CONDITIONS – A LONGITUDINAL STUDY

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*Abstract:* It has been argued that the labor market is divided into segments, often described as primary and secondary. In this respect, the dual labor market theory states that people in the primary segment have better working conditions as compared to those in the secondary segment. Furthermore, it is also suggested that there are difficulties in moving between these segments, implying a stigmatizing effect of being in the secondary segment. The dual labor market theory has today become interesting as the labor market is characterized by increased flexibility and individualization. In this context, employability is an important feature of contemporary employees in order