

Job security induces productivity

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SECURITIES are essential for all the creatures. Securities are necessary in all aspects of human life. The security is also needed in the field of jobs. Hopefully, it may be said that productivity as well as work power increases with the security of jobs. But, in many cases it is experienced that the provision of security is mis-used. The provision of security is used for the personal interest in some cases. The employee concerned becomes indifferent in the work field even after he has the job security. As a result, the productivity decreases in the work-field and the work is hampered because of job security. So it may be said that both the negative and positive phases of provision for security exist in the field of jobs. The objective of this article is to enlighten on these two phases about the implication of security.

The people, subject to income, remain engaged in jobs for the sake of leading their livelihood. A sound mind and sound body, education and training, skill, productivity and experience etc. are needed to be eligible for jobs. Many things including hygienic work-place, congenial atmosphere, friendly manner, reasonable amount of remuneration, incentive bonus etc. are necessary for

developing the productivity of the working people.

Work satisfaction does not mean only the job security. It also includes reasonable amount of remuneration, annual bonus, increment of salary and annual leave etc. Besides, congenial atmosphere of work, management, good relation between entrepreneur and staff staff and officer and different encouraging activities etc. are also necessary for work satisfac-

workplace are all human beings. All possess the least self-dignity as human as well as social beings. The job security, good administration and management, accountability etc. are needed for the sake of maintaining livelihood of this best creature of human beings. The authority will ensure human manners with the employees for humanity. The minimum amount of salary and allowances, encouraging as well as moti-

to protect the job etc. Usually the working people have to be loyal to the authority. Subject to the development of the organization, the reputation of the work place at home and abroad has to be helpful.

In reality, we notice a difference to the great extent. The sub-continent namely Latin America, South Asia, and sub-saharan Africa have job security and at the same time they are poor as well. The very poor countries of the

job security is turning to a barrier rather than being helpful to the development. Though job security is humane, for the sake of development and in the perspective of productivity, it is not a favorable issue. The insecurity of job may temporarily be inhumane for the worker. But the common mass and the working people are benefited more through long-term income, development, economic growth, increasing salary and

becomes corrupted in case of job security. So hire and fire economies do better in the world of economic activity than the economy of job security. It may be stated again that instead of ensuring job security, if the significant income, development and economic growth of the country can be ensured, the government tax income and the salary allowance of the working people will increase and poverty will be alleviated through the equitable distribution of the income. So, for the greater interest of the common and working people of the country, it is more important to increase the productivity of working people following the model of the western countries and Japan, than merely ensuring the job security. Instead of ensuring job security, increasing productivity of the working people on long-term basis for accelerating the development, income and economic growth directly and through increasing salary and allowances and other facilities of the working people indirectly, are the best ways of ensuring realistic job security automatically.

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tion. The entire work place including the employers and employees have to be kept free of crime to protect the interpersonal relation in the work place. The atmosphere of the work place will remain free from politics as well as party influence and also free from ill-culture like swindling in the work, enjoying salary allowances without doing work and not attending office in time etc.

The provision of job security exists only for humanitarian ground. The employers and the employees in the

working, increment of the salary, the congenial atmosphere for the work and job security are very much important. Similarly, the employees have to be humane to the appointing authority as well as the organization. They will develop their skill in the job. They are expected to be honest and devoted. They have to carry on their duties abiding by the rules and regulations of the office. It does not carry the sign of humanity of the employees to enjoy remuneration being absent from the work and apply undue effort

world are situated in those sub-continent. On the other hand, the countries situated in west Europe, America and East Asia come under developed countries. The private sectors and privately administered economic activities are the economic driving force of these countries.

Acceptable management as well as productivity is much more in private sector and under private ownership. Whereas, the job security is very low in the above mentioned countries of private sector. It is observed that the

allowances, equal distribution of income, poverty alleviation etc. of the country.

Man is born-selfish. Man in some cases, uses his selfishness negatively if job security is ensured in the work place. As a result, the working people, without working properly keep engaging themselves in other fields instead of increasing their working ability and productivity. In brief, it may be said that people do not want to work. It is the management who makes them work. The accountability decreases and the work-place