

Travaglianti, F., Orianne, J-F., Pichault, F. & Hansez, I. (2013, 22-25 of May). *Individual needs in flexibility and employment security: a qualitative approach*. Paper presented at the 16th congress of the European Association of Work and Organizational Psychology, Munster, Germany.

Purpose

During the last twenty years, flexibilities practices have modified the work nature and lead to a decrease of employment security and an increase of health problems (Emberland & Rundmo, 2010). Reilly (1998) considers flexible work arrangements can achieve mutual advantages to employers and employees. Different forms of flexibility and different indicators of security/insecurity are proposed in the literature (Gareis & Korte, 2001 ; Auer, 2008) but few is known about workers needs. The aim of this communication is to develop an inventory of these needs and to analyse differences between gender, functions and activity sectors.

Methodology

Sixty interviews (2 blue-collars, 2 white-collars, 1 supervisor, in each organization) were carried out in 12 Belgian organizations. Organizations were selected according to a methodology based on flexibility/security indicators drawn out of the company social report. We conducted a content analysis with NVivo10 on all the transcribed interviews.

Results

Three higher needs in term of tasks, wages and training were identified. Workers expect to use their own discretion in work organization, a variety of tasks, fixed wages and are interested with training to develop their competencies and grow up their career. Results show differences between gender, function and sector.

Limitations

Limitations are a not completely random sample; participants were selected by the HR Manager.

Research/Practical Implications

This inventory is a preliminary step to understand how the discrepancy between actual and ideal affect concerning flexibility/security is related to job attitudes and well-being at work.

Originality/Value

Originality is on investigating the individual needs in flexibility/security and to compare them to the indicators found in the literature.