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# The impact of job security in promoting job creativity: An analytical study of the opinions of a sample of employees of the Kirkuk cement plant

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### Abstract

The research project sought to elucidate the correlation between job security and its characteristics (job stability, psychological security, social and human security, labor relations) and job creativity and its dimensions (initiative, flexibility, risk-taking, sensitivity to challenges).

In preparation for this investigation, a descriptive-analytical method was utilized. For the purpose of gathering primary data, a specialized questionnaire was constructed, informed by a comprehensive review of academic literature and preceding studies. The study sample, consisting of (120) respondents, was selected via stratified random sampling to ensure representation across all administrative, productive, and supervisory strata of the target population. Subsequently, the empirical data was processed and analyzed statistically using the SPSS program.

The statistical study revealed a favorable and statistically significant relationship between the job security dimensions and the career inventiveness aspects. These results indicate that a higher level of job security among employees leads to increased levels of creativity of various kinds. The study recommends the importance of organizations adopting strategies that support job security because of its essential role in developing the creative climate within the work environment and achieving sustainable organizational excellence.

**Keywords:** Job security, job creativity, Kirkuk cement plant

### Introduction

The task of maintaining the status and continuity of the organization is based primarily on the possibility of the organization to maintain its human resources, due to the fact that this resource is the main artery of every organization. Based on this principle, every organization must maintain and care for this resource and work to gain its trust and make it feel safe and stable in the work environment, and take fair and reliable measures to ensure the rights of human resources working in the organization through promotions and opportunities for development and advancement in the job, and ensure a decent life for the working individual and his family, enabling him to achieve his goals and this certainly reflects on his creativity and performance.

Given the ever-evolving nature of the workplace, the advent of new threats and competitors, and the importance of staying ahead of the curve, job creativity is seen as a critical component in organizations' success, growth, sustainability, and performance enhancement. Organizations require novel and innovative thought processes to generate ideas and solutions that align with the challenges and problems they encounter. Consequently, fostering career creativity has become an essential necessity, as it enhances organizations' capacity to adapt to ongoing market changes and confront future challenges. Moreover, it offers insights to elevate creativity and development within the organization, thereby facilitating sustainable growth and advancement.

Based on the above and after reviewing the previous studies and research, and the importance of the target sector, the contribution of this study is highlighted in revealing the role of job security in promoting career creativity, and contributing to finding ideas, recommendations and solutions that help develop career creativity in it.

### The Problem of study

Human resources are the essential backbone of every organization, and providing job security, stability, and satisfaction is crucial for the continuity and sustainability of the firm's operations. Given that the organization functions within a dynamic environment

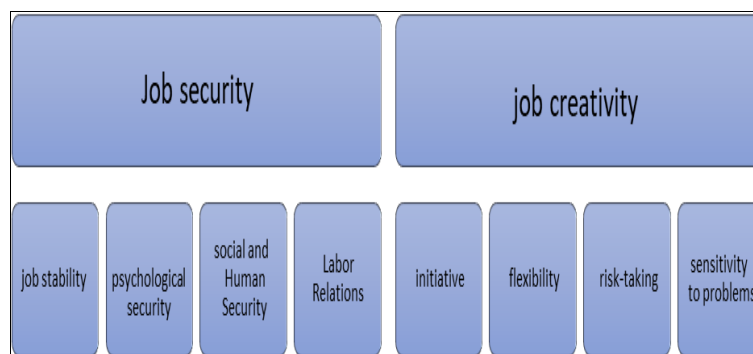
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characterized by substantial and swift changes, as well as persistent challenges, obstacles, and competition, it is imperative for the organization to embrace and promote innovative ideas that facilitate solutions and enhance its operational efficacy and sustainable development.

Through the above, the problem of studying is shown by the following main question:

- Is there a connection between having a stable work and being creative on the job?
- From this overarching question, the following branches out:
- How does job security relate to the initiative?
- We want to know how job security and flexibility are related.
- How does job security compare to risk?
- What is the relationship between being problem sensitive and having a secure job?

### Hypothetical Model of The Study



**Fig 1:** Research parameters

created by the investigator using the studies as a guide: (blind & Milad, 2023) <sup>[1]</sup> (Wahba & Maher, H, 2021) <sup>[4]</sup>

### Study hypotheses:

The hypotheses were constructed in accordance with the research's problem and the proposed framework of variables and dimensions.:

#### 1. The primary hypothesis of the research:

There is a correlation of statistical significance between job security and work creativity.

#### 2. Sub-hypotheses

- There is a statistically significant effect of job security on the initiative.
- There is a statistically significant effect of job security on flexibility.
- There is a statistically significant effect of job security on risk.
- There is a statistically significant effect of job security on sensitivity to problems.

### Study methodology and data collection tool

- **The study method:** When the researcher prepared the current research using the descriptive analytical method, the researcher addressed the relationship

### The importance of studying

The significance of this work can be ascertained by the explanation that follows:

1. The paucity of prior research addressing the correlation between job security and job creativity.
2. Helping the organization to design effective strategies that increase creativity within the organization and achieve sustainable success.
3. Emphasizing the research variables enables the company to enhance the work environment, consequently improving worker efficiency.

### Goals of the research

This research seeks to accomplish the following objectives:

1. Clarify the relationship between job security and its role in promoting career creativity.
2. Contribute to finding ideas, recommendations and solutions to problems in the target sector.
3. Illustrate the substantial significance of job security and elucidate its effect on organizational performance and sustainability.

between the study variables and attempted to provide the reasons and specifics of the relationship as well as the degree of correlation between the variables and their dimensions based on relevant studies and scientific and academic sources.

- **Spatial and temporal boundaries of the study:** The spatial boundaries of this study were represented in the Kirkuk cement laboratory, and the temporal boundaries of the study were represented in the year 2025.
- **Instrument for gathering data:** The researcher employed the questionnaire, which has three components and was created especially for this investigation based on prior research and scientific sources:
  1. **First:** demographic information.
  2. **Second:** the questionnaire of the independent variable, which is job security and its dimensions (job stability, psychological security, social and Human Security, Labor Relations). (Blind & birthday, 2023) (assistant, 2019)
  3. **Third:** the questionnaire of the dependent variable, which is job creativity and its dimensions (initiative, flexibility, risk-taking, sensitivity to problems). (Wahba & Maher, H, 2021) <sup>[4]</sup>

## Chapter II

### Conceptual Framework

#### First topic: job security

The concept of job security: researchers have addressed many concepts of job security in different philosophies and theories, where he defined it (Al-Zahrani, 2020) <sup>[5]</sup> is the feeling of stability of an employee and not feeling threatened to terminate his work without his knowledge or without reasons as long as he performs his work correctly, and that his work is terminated only by previously announced laws.

It was also defined as freedom from the employee's fear of losing his job for no reason, and the presence of a stable and declared system governing work, and this contributes to improving performance and organizational loyalty.

Job security refers to the employee's sense of stability in his work and reassurance of his source of income, and not being exposed to conflicts and stresses that occur in the organization. (The vandals, 2006)

It is also known as the security that the employee enjoys in his work through the stability of his knowledge and the absence of a threat to terminate his services, and it is based on raising the employee's degree of reassurance about his career future. (TheB, 2019)

Based on the above, we can say that job security means that the employee enjoys stability, tranquility and job Reassurance, which means not expecting the termination of his work and receiving all his material and moral dues and ensuring his progress and development at work, and this reflects positively on his performance and effectiveness.

#### The importance of job security:

Its importance lies in the following: (Harash& Halimi, 2024) <sup>[10]</sup>

1. Providing the appropriate and encouraging environment for innovation and creativity, and increasing the ability of employees to diagnose problems and solve them in innovative and new ways that save effort, money and time.
2. Motivating employees to stick to the organization, which raises their performance level and therefore reflects positively on the productivity of the organization.
3. It provides a safe and stable working environment dominated by an atmosphere of tranquility and tranquility, which increases the level of employee satisfaction and this positively reflects on the stability, sustainability and productivity of the organization. (Hussein, 2022) <sup>[22]</sup>
4. It gives workers opportunity for training and fair, ongoing promotion to improve their job abilities and expertise, which gives them more confidence and peace of mind.
5. It can reduce the percentage of negative work turnover and reduce job leakage, and the possibility to say that it can reduce all the problems at work that employees suffer from and negatively affect their performance.

#### Types of job security

Three types of it can be distinguished, which are as follows: (cockroach, 2015)

1. Incentive security: it is considered the lowest degree of job security, and if it is achieved, it can motivate employees to improve performance and it is considered security for performance, that is, the employee leads with good performance to ensure that his work is not terminated and dismissed.
2. Natural security: it is considered the average degree of

job security where the employee has a promise to the organization not to end his knowledge, and this is what generates a sense of belonging and continuity for the employee.

3. Continuity security: it is considered the highest among all types where the employee feels that the organization cannot do without him.

#### Dimensions of job security

The researcher addressed the following dimensions based on previous studies and research: (blind & birthday, 2023) (assistant, 2019)

1. Job stability: it means the employee's sense of independence while doing his job and the level of trust that exists between the employee and management, as the more the employee's sense of independence decreases, compared to the feeling of fear of losing work and increasing stability in it.
2. Psychological security: it means the reassurance and tranquility that the employee feels in his work environment, confidence in his abilities and skills, and working to satisfy his needs and desires.
3. Social and Human Security: the existence of a fair and equitable social system within the organization that reduces social and class disparities, and that there is a system that considers the employee's fulfillment of his desires and goals and ensuring his progress and development at work. (Al-Zahrani, 2020) <sup>[5]</sup>
4. Labor relations: it means the existence of a working atmosphere dominated by cooperation and understanding, the spread of the spirit of perseverance and the strengthening of Labor Relations to improve the work environment and avoid internal conflicts that limit job security.

#### Second topic: job creativity

The concept of functional creativity: Since creativity is one of the things that a company requires to maintain its survival and continuation in the face of intense competition in both local and global marketplaces, the researcher will address a number of concepts to elucidate the idea in various theories and philosophical frameworks. Job creativity is a collection of creative thoughts and actions that workers take to overcome obstacles and strive toward achieving the objectives of the company, the group, and the person in question. (Shoaib, al-Najjar, 2020) <sup>[11]</sup>

He defined it (Assiri, Tommy, 2020) <sup>[13]</sup> as the ability to generate new, innovative and innovative ideas that are feasible and applicable in the organization, whether this idea is to develop a specific production method or a new product. Another way to describe it is as a non-technical innovation that involves developing new concepts, methods, instruments, and procedures that can be put into practice and improve the efficiency and competitiveness. (Karatepe, Aboramadan & Dahleez, 2020) <sup>[22]</sup>

Based on the above, it can be said that job creativity means the ability to generate innovative and modern ideas that can be implemented and have a positive result and contribute to solving problems and developing work, which is positively reflected on the performance of the organization and its competitiveness.

#### Types of job creativity: (shakali & Abdulhak, 2023) <sup>[20]</sup>

The types of career creativity are represented by me:

**1. Technological creativity:** it is considered the most important form of creativity, and it means the ability to turn a certain idea into a marketable product, or develop a certain production method.

**2. Organizational creativity:** it means creativity related to the administrative process and organizational structure in the organization and indirectly to the non-core activities of the organization.

**3. Marketing creativity:** it is intended to create innovative and new ideas and find new marketing methods and processes that achieve the goals of the organization.

**4. Creativity in the product:** that is, creativity is in the product itself, whether it is a service or a commodity inside or outside the organization.

#### **Levels of job creativity:**

Where job creativity is on three levels:

1. Creativity at the individual level: that is, the employee has a creative ability to develop the work through characteristics and specifications characterized by intelligence, talent and the ability to solve problems. (Alwan, 2020) <sup>[15]</sup> some organizations are working on training and developing their talented employees and helping them to gain new skills and talents, which develops and develops their creativity and thus improves the performance of the organization. (Hussein & Kammoun, 2024) <sup>[25]</sup>

2. Creativity at the group level: that is, there is a certain group at work that cooperates with each other and works to develop and improve its ideas in order to solve problems, develop work and improve performance for the better. (Guanma, 2017) <sup>[14]</sup>

3. Creativity at the organizational level: that is, the organization is completely creative, and this requires that creativity be achieved at the level of the individual and the group working in the organization so that the organization has a distinct performance among other competing organizations. (Ghani & bin Said, 2019) <sup>[16]</sup>

#### **Dimensions of Job creativity**

The researcher addressed the following dimensions after reviewing previous studies and research: (Wahba & Maher, H, 2021) <sup>[4]</sup>

**1. Initiative:** it is considered one of the principles invented by the management scientist Henry Fayol in his book public and industrial management in 1916, and means the employee's proactivity and his ability to submit ideas and propose solutions that will solve problems or improve the performance of the organization. (Beshichi, 2018) <sup>[19]</sup>

**2. Flexibility:** it means the employee's ability to change the course of his ideas according to what a particular situation requires, his ability to abandon his old ideas or those that have been proven invalid, and his ability to accept new and modern ideas.

**3. risk-taking:** it means the employee's ability to bear the risks of presenting a lot of new ideas and being exposed to failure or criticism and his ability to defend his ideas and also take the initiative in presenting new ideas and bear the risks resulting from them. (Muslim, 2015) <sup>[18]</sup>

**4. Sensitivity to problems:** it means the ability to detect problems more quickly than others, and this enables the employee to prepare and be ready to solve problems and address them before they occur, which reduces losses. (Al-Hajri, 2011) <sup>[17]</sup>

#### **Conclusion**

Business organizations paid attention to job security as it works to provide stability, tranquility and tranquility to the

employee and rid him of the feeling of fear and anxiety about the termination of his work, preserving opportunities and justice for development and progress and achieving the employee's goals, which reflects positively on the work environment within the organization and ensuring the continuation of work smoothly and flexibly, and this is what achieves the organization's goals. It can be mentioned that organizations are working to create a work environment supportive of stability, trust, administrative freedom and job security and are working to support and empower employees in order to make them provide all the requirements for organizational success in order to move forward to achieve their goals. (Hussein, 2025) <sup>[24]</sup>

In order to accomplish their objectives, maintain their vitality, and become more competitive in the marketplace, organizations aim to foster creativity on the job. This can be done by either keeping, nurturing, and training talented individuals or by fostering an environment that encourages creativity.

An organization that fosters stability and tranquility for its employees enhances their sense of job security, guaranteeing the protection of their rights and the absence of conflicts within the workplace. This leads to employee satisfaction, which in turn boosts their creativity. An staff member who experiences economic, functional, social, and human security in their role positively impacts the company's general success and its competitive edge.

### **Chapter III**

#### **Practical framework**

##### **Preface**

In the next section, the researcher delves into the data analysis and discussion of the field research. The research project aims to show how job security boosts career creativity. The data was collected from a sample of different levels, including administrative, supervisory, engineering, and production (technical and operational) at the Kirkuk cement plant. The researcher used SPSS for statistical analysis.

#### **Types of required data and sources of obtaining them:**

The researcher in this study relied on two types of data, namely:

- **Secondary data:** The material that was used in this study was derived from a thorough examination of Arab and international literature, studies, and research pertaining to the study's variables and associated subjects. This allowed the researcher to provide a foundation for the concepts and conceptual framework.
- **Preliminary data:** it consists of the data collected through the questionnaire from the employees of the Kirkuk cement plant under study, unloaded and analyzed to enable the researcher to test the validity or error of the study assumptions and reach the results.

#### **Community and sample study**

The report community includes all employees from several levels, represented by the administrative, supervisory, engineering and production levels (technical and operational) in the Kirkuk cement plant, and the sampling method was relied on to collect the data required to complete the study, and a random stratified sample will be drawn (due to the availability of conditions for use, namely: The lack of homogeneity among the vocabulary of the community with regard to the characteristics to be studied, and the existence of a framework for the research community consisting of (120) singles, determined using the



sample size calculator program at a moral level (5%), confidence limits (95%), the sample was distributed based on the proportional distribution method that takes into account the discrepancy between the number of vocabulary within each layer.

#### Methods of data analysis:

The researcher conducted a statistical analysis of the answers received through the questionnaire using the statistical program SPSS and the statistical analysis included the following methods:

**A Descriptive Statistics:** When examining and characterizing the respondents' responses, the researcher used the arithmetic mean and the standard deviation to show how different the respondents' thoughts and responses were from one another with respect to the study parameters.

**B PEARSON Correlation Coefficient:** It is employed to quantify the nature and strength of the association between more than one factor.

**C Multiple Linear Regression Analysis:** The impact of a separate factor on a dependent variable is investigated using basic linear regression technique.

#### Features of the research sample

The following traits of the research sample can be ascertained by the investigator and used in the analysis of the field investigation data:

The representation of each gender in the item being tested:

A breakdown of the research population by category is presented in the table below:-

**Table 1:** Gender-specific frequency breakdown of the research sample (gender)

The variable	Category	Iterations	Percentage (%)
Gender	Male	84	70.00%
	Female	36	30.00%
Total			120

**Source:** investigator planning informed by statistics analysis outcomes.

The preceding table indicates that the sample predominantly consists of males, with a frequency of 84 individuals, representing 70.00%, whereas females include 36 individuals, accounting for 30.00%.

#### The age range of the selected population (age):

Here is a table that displays the age distribution of the research sample:-

**Table 2:** Age-based frequency distribution of the research population

The variable	Category	Iterations	Percentage %
Age	Less than (25) years	5	4.2 %
	From (25) to less than (35) years	19	15.8 %
	From (35) to less than (45) years	72	%60.0
	From (45) to less than (55) years	21	%17.5
	Over (55) years	3	%2.5
Total			120

**Obtain:** Information derived from the researcher's readiness to use statistical analysis.

The table makes it evident that the age group with the highest percentage of participants was those aged 35 to under 45 (60.0%), while the category with the lowest percentage was those aged over 55 (2.5%).

#### The process of distributing the sample according to the scientific level:

The following table shows the distribution of the study sample according to the scientific level:-

**Table 3:** frequency distribution of the study sample according to the scientific level

The variable	Category	Iterations	Percentage %
Scientific level	Secondary and lower	12	10
	Institute	30	25
	Bachelor	66	55
	Higher certificates	12	10
Total			120

**Source:** Data based on the researcher's preparedness to employ statistical analysis.

The table shows that the largest percentage of the sample was for the category of Bachelor's degree holders by (55.0%), followed by the category of intermediate Institute holders by (25.0%), while the lowest percentage was for the two categories of secondary and lower and higher certificates by (10.0%) each.

#### The allocation of the sample based on scientific proficiency.:

The table below shows how the research sample was divided up based on scientific competency:-

**Table 4:** frequency distribution of the research population based on level of scientific knowledge

The variable	Category	Iterations	Percentage(%)
Scientific competence	Accounting	6	5.0
	Business Administration	39	32.5
	Production processes	9	7.5
	Mechanics	15	12.5
	Economy	9	7.5
	Engineering	33	27.5
	Industry	9	7.5
Total		250	100%

**Source:** Subsequent to the statistical analysis, the researcher synthesized the results to draw meaningful conclusions.

The table shows that the most represented specialty in the sample is business administration (32.5%), followed by engineering (27.5%), while the lowest percentage of representation was accounting (only 5.0%).

### The sample was split up based on the functional ability

In the table below, you can see how the study group was split up by functional competence.

**Table 5:** distribution of the research population's frequency based on functional competency

The variable	Category	Iterations	Percentage %
Functional competence	Administrative career	42	35.0
	Productive function	54	45.0
	Supervisory and engineering job	24	20.0
Total		120	100%

**Source:** getting ready to do the research using the findings from statistical analysis.

The results showed that the production jobs represent the largest percentage of the sample by (45.0%), followed by administrative jobs by (35.0%), then supervisory and engineering jobs by (20.0%).

### Based on years of expertise, the sample's distribution

The distribution of the research sample by years of employment is illustrated in the subsequent table.

**Table 6:** Distribution of study participants' frequencies owing to their years of expertise

The variable	Category	Iterations	Percentage %
Years of experience	Less than (10) years	12	10
	From (10) to less than (15) years	57	47.5
	From (15) to less than (20) years	27	22.5
	More than (20) years	24	20
Total		120	

**Source:** preparation of the researcher based on the results of statistical analysis.

It is clear from the table that the most represented category according to the years of experience is from 10 to less than 15 years (47.5%), while the lowest percentage of representation for the category was less than 10 years (10.0%).

### The test of constancy and honesty

In order to determine how reliable the results of the field study are when applied to a broader context, the researcher used honesty and consistency tests to identify the research.:

**Table 8:** Summarized data on how the research population felt regarding the independent variable (workplace safety)

S. No.	Study Variables	Arithmetic Mean	Standard Deviation
Dimensions of the independent variable (Job Security)			
1	Job Stability	3.77	0.41
2	Psychological Safety	3.71	0.39
3	Social and Human Security	3.72	0.34
4	Labor Relations	3.82	0.27
Overall indicator of Job Security		3.75	-

**Source:** investigator preparation informed by the outcomes of statistical analysis.

The preceding table elucidates the dimensions of the independent variable (job security), revealing that the

The goal of the honesty test is to evaluate the questionnaire to ensure that it assesses the things it was designed to measure and that the terms used convey the same meaning and idea that the researcher intended. To make sure the measures are closely related to what is to be studied and that the research instrument has theoretically included all the variables that should be present, the researcher has performed descriptive honesty tests. This has been confirmed, and after the questionnaire was shown to several experts and managers in its original form, some of the words have been changed and reworded.

For the stability test, the resolution's stability as a data collection tool is measured, and the Cronbach's Alpha stability coefficient for the questionnaire's contents is then calculated to assess how reliable the field study's findings are for generalizing the findings. The scale's honesty was assessed using apparent honesty, which is the coefficient:

**Table 7:** Reliability and stability indices for the research variables

Variants	Number of phrases	Coefficient Alfa cronbach	Coefficient of honesty
Total job security phrases	(20) words	0.74	0.86
Total phrases of career creativity	(20) words	0.85	0.92

**Source:** Statistical analysis data are used to prepare the researcher.

It is evident from the preceding table that:

- On the topic of work security dimensions, the findings demonstrated that the scale's alpha coefficient for the number of 20 phrases is 0.74. Additionally, the honesty coefficient achieved 0.86, a very high value, suggesting that the phrases are stable, sincere, and reliable.
- As for the dimensions of functional creativity: the results showed that the alpha coefficient of the scale for the number of 20 phrases is equal to 0.85, and the honesty coefficient also reached 0.92, which is a very high value, which indicates the stability and honesty of phrases and the reliability of them.

### Descriptive analysis of data

In order to ascertain the data's shape and characteristics, as well as the values of mathematical averages and standard deviations revealing the study variables' statistical parameters based on the opinions of the study sample, the researcher performed a descriptive statistical analysis of the data using the SPSS statistical analysis program for the study variables. The results are presented below.:

1- analysis and interpretation of the independent variable's aspects (employment stability):

Following are some examples of descriptive statistics metrics (mean and standard deviation) that the investigator computed for job security dimensions:

average responses of the study sample exceeded the general mean of the scale (3 points). Specifically, the dimension of

job stability registered an average of 3.77 with a standard deviation of 0.41, the dimension of psychological safety recorded an average of 3.71 with a standard deviation of 0.39, the dimension of social and human security reflected an average of 3.72 with a standard deviation of 0.34, and the dimension of labor relations achieved an average of 3.82 with a standard deviation of 0.27. The opinions of the study sample and the dimensions of the independent variable (job security) were congruent.

Characterization and assessment of the facets of the dependent variable (job creativity):

According to the following, the researcher computed a number of descriptive statistical indicators pertaining to the dependent variable (job creativity) dimensions: the arithmetic mean and the standard deviation:

**Table 9:** Descriptive data on how the research participants felt regarding the dependent variable (creativity on the job)

Study Variables	Arithmetic Mean	Standard Deviation
Dimensions of the dependent variable (Job Creativity)		
Initiative	4.07	0.36
Flexibility	3.96	0.38
Risk-taking	3.89	0.39
Sensitivity to problems	3.85	0.29
Total indicator of the dependent variable (Job Creativity)	3.94	

**Source:** getting ready to do the research using the findings from statistical analysis.

**Table 10:** Correlation matrix of research factors

	Initiative	Flexibility	risk-taking	Sensitivity to problems	The first variable: job security	The second variant: job creativity
Initiative	1	.615**	.585**	.553**	.377**	.830**
Flexibility	.615**	1	.645**	.492**	.601**	.842**
risk-taking	.585**	.645**	1	.630**	.466**	.869**
Sensitivity to problems	.553**	.492**	.630**	1	.465**	.778**
The first variable: job security	.377**	.601**	.466**	.465**	1	.575**
The second variant: job creativity	.830**	.842**	.869**	.778**	.575**	1

\*\* Correlation coefficients determined by Pearson at the 0.01% significance level **Source:** researcher's readiness according to statistics analysis

The prior correlation matrix among the variables from the preceding investigation indicates next steps:

The existence of positive and moral correlations between all dimensions of job security and the dimensions of job creativity (initiative, flexibility, risk-taking, sensitivity to problems) at a moral level (0.01).

The correlation coefficients, ranging from 0.377 to 0.869, signify associations from moderate to strong, indicating that a high level of job security correlates with a high level of job creativity among individuals.

The strong correlation of .575\*\* between work security and overall job creativity indicates a reciprocal link that corroborates the theoretical prediction regarding the influence of job security on the enhancement of job

The preceding table concerning the dimensions of the dependent variable (job creativity) reveals that the average responses of the study sample exceeded the overall average of the scale (3 degrees) for the initiative dimension, which registered at 4.07 with a standard deviation of 0.36; for the flexibility dimension, which recorded 3.96 with a standard deviation of 0.38; for the risk dimension, which was 3.89 with a standard deviation of 0.74; and for the sensitivity dimension to workplace problems, which was 3.85 with a standard deviation of 0.29. Thus, the opinions of the study sample regarding the dependent variable (job creativity) were rated as satisfactory.

This indicates that the respondents are characterized by a high ability to take creative initiatives, adapt to changes and risks, and solve problems in innovative ways.

### Correlation of study variables:

The researcher calculated the correlation coefficient (Pearson) using the SPSS program, through which the type and strength of the relationship between the variables of job security dimensions of the study samples are determined as independent variables (Independent) and dependent variables (career dependent).

The statistical study conducted with the Pearson correlation coefficient revealed the outcomes of this association, as presented in the accompanying table:

creativity.

### Tests of study assignments and analysis of results:

This section presents the testing of the hypotheses based on the study's problem, the variable and dimension framework, and the previously developed hypotheses:

### The first sub-imposition test:

It asserts that there exists a statistically significant impact of job stability on initiative, a facet of job creativity.

The researcher conducted a simple linear regression analysis to forecast the changes of the dependent variable, which is impacted by one independent variable, and the accompanying table presents the findings of the statistical study, namely:

**Table 11:** Estimations of the relationship between job stability and initiative, a measure of workplace creativity

Dimensions of the independent variable	The dependent variable	Non-standard transactions		Transactions Normative	T test	
		B	Std. Error	Beta	T	Sig.
Constant	Initiative as one of the dimensions of job creativity.Y	2.211	0.421		5.526	0.000
job security x		0.494	0.112	0.377	4.419	0.000
F = 19.526** sig. = 0.000						
**Morale at 0.01						
Coefficient of determination (R2) = 0.37						

**Source:** investigator preparation informed by statistics analysis outcomes.

**The above table illustrates the subsequent information:**

1. To evaluate the overall significance of the model variables, the F-test was employed, yielding a calculated F value of 19.526, which is significant at the 0.01 level, as the P-value of 0.000 is less than the significance threshold. Consequently, the hypothesis is accepted, indicating a significant effect of job security on initiative, a dimension of job creativity.

2. To assess the significance of the regression coefficient, the researcher employed the T-test. The computed T-values and significance values demonstrate the significance of the regression coefficient and its influence on initiative, a dimension of job creativity. The significance of the regression equation constant is noted at a level of 0.01. substantial.

A simple linear regression analysis was employed by the researcher to forecast the changes in the dependent variable, which is influenced by one independent variable. The statistical analysis's results are presented in the following table.:

**Table 12:** Regression coefficients for the impact of job security dimensions on flexibility as one of the dimensions of job creativity

Dimensions of the independent variable	The dependent variable	Non-standard transactions		Transactions Normative	T test	
		B	Std. Error	Beta	T	Sig.
Constant	Flexibility as one of the dimensions of job creativity.Y	0.827	0.385		2.148	0.034
Job security x		0.835	0.102	0.601	8.166	0.000
F = 66.677** sig. = 0.000						
**Morale at 0.01						
Coefficient of determination (R2) = 0.601						

**Source:** the researcher's preparation in accordance with the findings of the statistical analysis.

**The subsequent diagram illustrates the points that follow:**

1. The ((F) test was employed to evaluate the overall significance of the model variables. The calculated ((F) value was (66.677), which is significant at the 0.01 level, as the (0.000) P-value is equal to Sig, which is lower than the level of morale. Consequently, the assumption is accepted, as it can be inferred that the dimensions of job security have a substantial impact on flexibility, which is included in the job creativity dimension.

2. To assess the significance of the regression coefficient, the researcher employed the T-test. The computed T-values and significance values demonstrate the significance of the regression coefficient and its impact on flexibility, a dimension of functional creativity. The significance of the regression equation constant is noted at a confidence level of 0.01.

3. According to the determination coefficient value of

3. The coefficient of determination was 0.37, indicating that variations in job security account for 37% of the total variance in initiative, a facet of job creativity, while 63% of the difference is attributable to other variables that were not considered in this model.

Given the preceding findings, it is reasonable to conclude that the first sub-hypothesis is correct; furthermore, the research sample shows that work security significantly influences initiative, one of the characteristics of job creativity.

**The second sub-imposition test**

Which asserts that: the moral implications of job security's dimensions on flexibility, a component of job creativity, are

(0.601), changes in job security explain 22% of the total change in flexibility as a job creativity dimension, while other variables accounting for 40% of the variation are not taken into account in this model.

According on the preceding results, it is evident that the second sub-hypothesis is correct. Therefore, it can be concluded that the study sample's job creativity is influenced by the characteristics of job security, specifically flexibility.

**The third sub-imposition test**

Which asserts that: as a component of job creativity, job security has an ethical effect on taking risks.

In order to forecast how one independent variable will influence a dependent variable, the researcher employed a basic linear regression analysis; the outcomes are displayed in the table below.

**Table 13:** Coefficients for regression examining the relationship between job security and risk, which is one aspect of job creativity.

Dimensions of the independent variable	The dependent variable	Non-standard transactions		Transactions Normative	T test	
		B	Std. Error	Beta	T	Sig.
Constant	Risk-taking as one of the dimensions of job creativity Y	1.414	0.434		3.258	0.001
Job security x		0.66	0.115	0.466	5.720	0.000
F = 32.715** sig. = 0.000						
**Morale at 0.01						
Coefficient of determination (R2) = 0.466						

**Source:** researcher preparation informed by statistics analysis outcomes.

**The above table illustrates the subsequent information.:**

1. To evaluate the significance of the model's variables collectively, the F-test was employed, yielding a calculated F value of 32.715, which is significant at the 0.01 level, with

a P-value of 0.000, indicating statistical significance. Consequently, the hypothesis is accepted, suggesting a substantial influence of job security dimensions on risk as a facet of job creativity.



2. To evaluate the significance of the regression coefficient, the researcher employed the T-test. The computed T-values and significance values demonstrate the significance of the regression coefficient and its influence on risk as a dimension of job creativity. The significance of the regression equation constant is noted at a level of 0.01.

3. The coefficient of determination was 0.46, indicating that variations in work security account for 21% of the overall shift in risk, a dimension of job creativity, while the remaining 54% is attributable to other variables not incorporated in this model.

The prior findings indicate that the third sub-hypothesis has been substantiated, suggesting that the facets of work

security exert a statistically significant influence on risk-taking, a component of job creativity within the study population.

#### The fourth sub-imposition test:

Which says that job security has an effect on how sensitive people are to problems, which is one of the creative aspects of a job.

A simple linear regression analysis was employed by the researcher to forecast the changes in the dependent variable, which is influenced by one independent variable. The statistical analysis's results are presented in the following table:

**Table 14:** Regression coefficients for the impact of job security dimensions on sensitivity to problems as one of the dimensions of job creativity

Dimensions of the independent variable	The dependent variable	Non-standard transactions		Transactions Normative	T test	
		B	Std. Error	Beta	T	Sig.
Constant	Sensitivity to problems as one of the dimensions of job creativity Y	2.015	0.321		6.273	0.000
Job security x		0.312	0.085	0.465	5.711	0.000
F = 32.611** sig. = 0.000						
**Morale at 0.01						
Coefficient of determination (R2) = 0.465						

Source: readying of the researcher using statistics analysis findings.

#### According to the data shown in the preceding table

1. In order to determine the overall significance of the model variables, the F-test was employed. The computed (F) value reached (32.611), indicating statistical significance at the 0.01 level. The (0.000) P-value= Sig, which is lower than the morale level, further supports the acceptance of the assumption. Thus, it can be concluded that job security dimensions significantly affect problem sensitivity, which is a component of job creativity.

2. In order to assess the reliability of the regression coefficient, the researcher employed the T-test. The computed (T) values and Sig values reveal the reliability of the regression coefficient and its impact on problem sensitivity, a component of functional creativity. Additionally, the confidence level in the regression equation was found to be 0.01.

3. Among the dimensions of job creativity, changes in sensitivity to problems account for 21% of the total

variation, with the remaining 54% attributable to variables outside of this model. The determination coefficient for this variable was 0.46.

The preceding results demonstrate that the fourth sub-hypothesis is correct; hence, it follows that, for the sample under consideration, there is a statistically significant relationship between job security and problem sensitivity, one of the dimensions of job creativity.

#### The main imposition test:

According to this, the following is true: the dimensions of job security have an ethical effect on invention in the workplace. In order to forecast how a single independent variable will influence a dependent variable, the researcher employed a basic linear regression analysis; the resulting table displays the statistical analysis in the following manner:

**Table 15:** Regression coefficients for the impact of job security dimensions on job creativity

Dimensions of the independent variable	The dependent variable	Non-standard transactions		Transactions Normative	T test	
		B	Std. Error	Beta	T	Sig.
Constant	job creativity Y	1.617	0.305		5.303	0.000
Job security x		0.619	0.081	0.575	7.641	0.000
F = 58.377** sig. = 0.000						
**Morale at 0.01						
Coefficient of determination (R2) = 0.575						

Source: getting ready to do the research using the findings from statistical analysis.

#### According to the data shown in the preceding table

1 As a whole, the model variables were tested for significance using the (F) test. The calculated (F) value was 58.377, which is significant at the 0.01 level, with a (0.000) P-value= Sig, which is lower than the morale level. Therefore, the assumption is accepted, and it can be said that the dimensions of job security have a significant impact on job creativity.

2 In order to determine the morale of the regression

coefficient and its combined effect on the dimensions of job creativity, the researcher employed the (T) test. The computed (T) values and Sig values reveal the morale of the regression coefficient, and a morale level of 0.01 is observed for the regression equation constant.

3 The determination coefficient was 0.57, indicating that changes in work security characteristics account for 23% of the overall change in job creativity. The remaining 43% is attributable to other variables that were not taken into

account in this model.

According to the main assumption being confirmed by the preceding results, it can be concluded that the dimensions of work security significantly impact job creativity for the purpose of the research sample.

Every single one of the null and alternative hypotheses has been proven correct by the preceding statistical findings.

### Conclusion

Based on the findings of the current research's statistical analysis, we draw the following conclusions:

1. The existence of a beneficial moral influence of work stability on all aspects of job creativity, including initiative, flexibility, risk-taking, and problem sensitivity, alongside its favorable effect on overall job creativity. These results indicate that a higher level of job security among employees leads to increased levels of creativity of various kinds.
2. A sense of job security and stability encourages people to come up with new ideas, make innovative decisions, and take professional risks in a positive way.
3. The availability of job security in the organization for individuals contributes to encouraging them to job creativity, which makes them sensitive to sensing problems and therefore the possibility of solving them early.
4. Job security helps organizations enhance the ability of individuals to deal flexibly with different organizational situations.

### Recommendations

This research concludes and suggests the following based on its findings:

1. The importance of organizations adopting strategies that support job security because of its essential role in developing the creative climate within the work environment and achieving sustainable organizational excellence.
2. Promoting the achievement of job security for individuals in various dimensions, for its great role in helping them adopt new creative ideas and its ability to create a spirit of innovation, creativity and initiative.
3. Organizations pay attention to the human and social aspects and labor relations within the work environment and strengthen them, to provide a stable and socially safe work environment.
4. To enhance the interest in the psychological factor among the employees of the institution, make them feel reassured and calm, reduce the atmosphere of stress and anxiety, and provide psychological support to them when needed.

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