

Understanding the Factors that Influence Atypical Workers' Job Search Behaviour

Wilfred Isioma Ukpere*¹, Jeremy Mitonga-Monga² and Nyasha Mapira³

^{1,2,3}Department of Industrial Psychology and People Management, University of Johannesburg, South Africa

Article Received: 12-11-2024, Article Accepted: 15-12-2024

Abstract

This research sought to explore factors that influence job search behaviour of atypical workers at a manufacturing firm in Zimbabwe. Twelve employees who participated in this study were selected using purposive sampling technique. Semi-structured interviews were used to collect data from research participant. The researchers thematically analysed the collected data using ATLAS.ti system. The study found that job search behaviours of atypical workers at the manufacturing firm in Zimbabwe are influenced by a number of factors. The four main factors that influence workers' job search behaviours identified by research participants are type of employment contract, wage rate, macro-economic and labour market conditions and educational and professional qualifications. Only a few research participants indicated that the desire for a good work-life balance also influences job search behaviour of workers. The current study recommends that organisations should make an effort to know factors that influence atypical workers' job search behaviour. This study also urges supervisors at the case organization to improve contractual terms of atypical workers to reduce workers' propensity to look for new jobs.

Keywords: Atypical Worker, Job Search, Search Effort, Search Intensity, Wage Rate

1. Introduction

Over the past few decades, there has been an increase in the use of unconventional work arrangements worldwide (Eichhorst et al., 2023; Smith & Halpin, 2019; Schoukens et al., 2024; Gonos, 2024). Webb (2022) indicated that the unprecedented global utilization of unconventional work arrangements has been fueled by technological advancements, fierce international competition, shifting labor demographics, and global economic crises. Some scholars have blamed the global capitalism of the previous century for the growth of

atypical forms of work arrangements (Ingelsrud, 2023; Herod & Lambert, 2021; Shin, 2022; Postepska, 2022; Oladeinde, 2021; Betti, 2016). Considering that industrial relations systems of many countries were built around continuous and permanent employment contracts, the widespread utilization of atypical work arrangements by many firms worldwide put the job for life concept under pressure (Spoonley, 2023; Gundert & Stegmaier, 2019; Pana-Cryan et al., 2024; Karlstedt, 2023; Tanimoto et al., 2021). The aforementioned means that conventional forms of work arrangements are currently being replaced by atypical forms of work (Tanimoto et al., 2021; Bushnell, 2024). Oladeinde (2020) contends that the demand for unconventional work arrangements is linked to the flexibility it provides employers in managing labor market rigidities and environmental changes. In a similar vein, Eichhorst and Kalleberg (2023) claims that unusual work arrangements enable companies to reduce risks and transfer accountability for fluctuations in labour demand to employees. Conversely, it is known that atypical forms of work present different levels of insecurities to workers (Varoshenko et al., 2023; Sverke, 2021; Schoukens et al., 2024; Gonos, 2024). Paugam (2023) posits that atypical forms of work arrangements generate a variety of interconnected forms of insecurities namely job, financial, and occupational health and safety insecurity, all of which have an impact on employees' health and well-being. Given precariousness of unconventional forms of work arrangements, Bauer et al. (2023) argues that atypical workers are constantly looking for new jobs in a bid to improve their work experiences. In similar vein, a study by Khapova et al. (2023) showed that atypical workers engage in job seeking activities to enhance their work experiences. Additionally, De Jong (2022) contends that atypical workers view job search as beneficial because it enables them to get better jobs with favourable working conditions. For this reason, job search is becoming a common practice among atypical workers (Retkowsky et al., 2023; Balgova et al., 2022). A number of studies have linked job seeking activities to actual labour turnover which is detrimental to the organization (Singh & Srivastava, 2023; Song & Lievens, 2023). In this regard, Lievens (2023) asserts that job search activities are detrimental to the firm because they are associated with employee withdrawal behaviour, take up employees' time and energy that could be used for other purposes. Given this background, it is imperative that organizations understand the factors that influence atypical workers' job search behavior and adopt employment practices that effectively retain them. The subject of job search has been extensively studied in the past, and there is a substantial body of extant literature on the subject. However, the dearth of empirical researches on employment seeking behavior of atypical workers in the global south has prompted the researchers to conduct this research. The aim of this research is to explore variables that influence job seeking

behaviour of atypical workers in Zimbabwe.

2. Review of Related Literature

This section covers the study's guiding theories, the nature of job insecurity, and its effects on workers and organizations.

2.1. Theory of Planned Job Search Behaviour

According to the planned job search behavior theory, job seekers only act in certain ways when they have more determined intents to do so (Van Hooft et al., 2018). This theory further assumes that worker's feelings and shared norms influence their intention to look for work (Faggian et al., 2021). Motivational behaviours, which are essential to the job search process, are also integrated into the planned job search behavior theory (Song et al., 2018). In this regard, planned job search behavior theory provides that job hunters should standardize their job seeking activities and keep motivated throughout the job hunting process (Song, 2018). Supporting the planned job search behavior theory is van der Flier et al. (2018), who argues that the higher the motivation of getting a new job, the more workers persist in job hunting process.

2.2. Job Search Theory

Job search theory assumes that job hunting intensity determines the chances of receiving job offer (Faggian, 2021; Şahin & Topa, 2022; Mano-Negrin & Tzafrir, 2018). Accordingly, it is expected that job search effort increases job hunter's awareness of unoccupied openings and in turn, increases the chance of getting a new job (McCafferty, 2017). Similar views were expressed by McCafferty (2017), who suggests that high job search effort improves job hunter's knowledge of vacant openings and, thus, boost the chances of getting a new job (Mano-Negrin & Tzafrir, 2018). Supporting evidence came from Boheim (2017), who contend that the more the search effort the better the chances of receiving new job offer. Additionally, job search theory provides that job search behaviours of workers are determined by job search costs. The aforementioned means that there is a negative relationship between job seeking costs and employment seeking intensity.

2.3. Job Search

Kuhn (2020) defines job seeking as the process of looking for other internal or external employment alternatives in the labour market. Likewise, Cooper et al. (2020) characterize job search as a collection of actions used to achieve a career objective. Clarifying one's objectives, creating and updating a curriculum vitae, using job search engines, and being ready for interviews with potential employers are all part of the job search process, according to Kuhn (2020). Silk (2017) contends that job seekers view job search as an independent, self-controlled, proactive, and goal-directed process. Moreover, Rathelot (2021) argues that job searching is a

proactive process started by the worker and involves looking through corporate websites and job boards. Additionally, Swider (2022) argues that job search intensity and methods influence the results of workers' job hunting activities.

2.4. Determinants of Job Search Behaviour

Extant literatures have shown numerous factors that influence workers' job search activities. Wanberg et al. (2020) contend that environmental, work-related, and personal factors influence employees' job search behaviour. Furthermore, Junwu and Egala (2022) identified push and pull variables that determine employees' job search activity. Marchang (2021) identified job satisfaction, work-related stress, career advancement and wage level as push factors that influence workers' job search activity. Unacceptable levels of the above mentioned push factors force employees to engage in job search (Marchang, 2021). Pull factors, on the other hand, represent the expenses and challenges of job seeking in connection to the chances of getting a new job position (Basbug, 2021). According to this viewpoint, the compensation rate a job seeker believes his or her skills, experience, and capabilities can command in the labor market determines the intensity of the search (McCall, 2019). Presented below are some of the determinants of job search behaviour of workers.

2.4.1. Search Costs

It should be mentioned that job seekers incur job search costs in the form of time, energy, and financial resources (Carbonero et al., 2022; Miano, 2023). In similar vein, Phillips (2014) contends that looking for a job comes with costs, including time, money, and psychological costs. A study by Abebe et al. (2021) revealed that active job seekers' search costs account for almost 16% of their overall spending. Sharing the same sentiments is Carranza et al. (2022), who posit that the average cost of a job search for job seekers is 18% of the total income of employed people. In addition, a study by Gartner (2022) showed that job search costs determine job search activities of worker in the labor market. Corroborating the above study is Beam (2021), who claims that liquidity constrained job seekers find it difficult to look for job in a labour market with high search costs. Job search models provide that employees will seek for a job if the marginal return on job search outweighs the marginal job search cost

2.4.2. Need for Flexibility/Work-life Balance

Abdien (2019) states that employees are increasingly placing a higher priority on work-life balance and are giving equal weight to their job and non-work activities. BrioHR (2023) showed that workers who balance their work and non-work activities reported low intentions of engaging in job search activities. A study by Abdienl (2019) showed that the desire for a good work-life balance determines 69% of workers' job search

behavior. The findings of the aforementioned research demonstrate how work-life balance affects employees' employment seeking activity. In a similar vein, Oosthuizen (2016) contends that workers' job search effort decreases if their current job allocates work and leisure time optimally. The labour economic theory also provides that inadequate leisure time drive workers to look for alternative employment which allows them to balance work and family responsibilities. In general, if the preferred leisure time is less than work time, workers might be forced to look for a job that permit more desired allocation of time (Ogunola, 2022).

2.4.3. Wage

Job search models make the assumption that an increase in wage rate decreases the chances of employment search (Banfi, 2019; Mussida & Zanin, 2020; Tasci, 2018). A study by Mukoyama et al. (2018) showed that job search activities are influenced by external wage distribution and expected alternative earnings. Similarly, Black (2020) claims that employment seeking intensity is determined by the gap between actual wage and the estimated alternative wage. Villena-Roldan (2019) contends that a shift in the wage distribution within an industry leads to an increase in job seeking activities. Furthermore, workers in the highest quartile of the wage band have lower job search intensity than workers in lower-paid positions, according to Bhaskar et al. (2019). Labour turnover models also show that organizations pay higher wages to deter job search activities which normally results in actual labour turnover. In a similar vein, Tasci (2008)'s study discovered a negative correlation between job search activity and wage rate.

2.4.4 Education and Professional Qualification

Byrne (2022) contends that workers' job search activities are influenced by their academic credentials. A study by Wanberg et al. (2020) showed that qualified workers are more inclined to job search. In similar vein, another study by Csillag (2020) revealed that skilled workers search more than unskilled workers because they are employed by companies at higher wage rates than those with lower educational attainments. Additional evidence on the connection between educational credentials and job search activities is provided by Byrne (2022), who posits that the better the educational credentials, the higher the job seeking intensity.

2.4.5 Macro-environmental Factors and Labour Market Conditions

Labor market dynamics and macro environmental factors influence job search activities of workers (Hiswåls et al., 2017; Balgova, et al., 2022; Wanberg & Csillag, 2020). Macassa (2017) states that economic slump makes job search significantly harder due to job scarcity. Wanberg (2020) argues that workers who anticipate a recession in the future try to mitigate its

consequences by increasing their job search effort. It was also found that a stable economy increases the chances of getting a good job which in turn increases job search activities of workers (Quintano et al., 2018; Şahin, & Topa, 2022). A study by Mälstam and Macassa (2017) revealed that labour market conditions characterized by high unemployment rate reduces risk-averse workers' propensity to search for a new job.

2.4.6 Nature of Contract

Retkowsky et al. (2023) argue that the precariousness of unconventional forms of employment increases job search intensity of atypical workers. Similarly, Jansen (2023) posits that atypical forms of work arrangements are linked to job and financial insecurities which force workers to search for new jobs in an effort to improve their work experiences. A study by Khapova et al. (2022) showed that temporary workers search harder than those on permanent jobs. This study further revealed that job search intensity increases as job duration decreases. Supporting the above mentioned study is Pissarides and Wadsworth (2018), who argue that there is a negative relationship between work seeking intensity and duration non-standard work arrangement.

3 Research Methodology

This research utilized an interpretivist research philosophy. The interpretivist paradigm allowed the researchers to explore and gain deeper insights of the factors that determine job search behaviour of atypical workers at the case organisation. A purposive sampling technique guided by data saturation principle was used to select twelve research participants. According to Aldiabat et al. (2018), data saturation occurs when no more new information is emerging during the data collection process. Data was collected using semi-structured interviews. Semi-structured interviews gave the researchers the chance to speak with research participants one-on-one. Sharing the same sentiments is Aldiabat (2018), who claim that semi-structured interviews allow the researchers to extract detailed information and viewpoints of research participants. Cuba's (1984) four measures of study rigor namely credibility, confirmability, dependability, and transferability were followed throughout the study to guarantee the study's trustworthiness. Ethical issues such as informed consent and confidentiality were also respected. With the use of the ATLAS.ti data analysis system, the researchers thematically analysed the collected data.

4. Demographic Data of the Research Participants

The initials "JS" represents research respondents who took part in the study. Table 1 below shows the demographic characteristics of the interviewees.

Table 1: Demographic Data of the Research Participants

No//	Pseudonyms	Gender	Age (Years)	Work Experience	Highest Qualification	Interview Length
1	JS1	Female	29	2years	Bachelor's degree	7minutes
2	JS2	Female	30	4years	Bachelor's degree	9minutes
3	JS3	Male	26	4years	Bachelor's degree	8minutes
4	JS4	Female	23	2years	Diploma	10minutes
5	JS5	Male	24	1year	Diploma	11minutes
6	JS6	Male	20	1year	A level certificate	7minutes
7	JS7	Male	33	4years	Master's degree	11minutes
8	JS8	Female	28	3years	Diploma	8minutes
9	JS9	Male	26	2years	Bachelor's degree	7minutes
10	JS10	Male	31	4years	Bachelor's degree	9minutes
11	JS11	Male	24	2years	Diploma	7minutes
12	JS12	Female	26	3years	Bachelor's degree	10minutes

Source: Primary Data

5. Findings

The research sought to investigate factors that influence job search behaviour of atypical workers at a manufacturing firm in Zimbabwe. The study grouped the research's findings as shown in Table 2 below

Table 2: Themes and Sub-themes

Themes	Sub-themes
Type of employment contract	Non standard forms of work Contingent work characterized by job insecurity Precarious nature of my employment contract
Macro-economic conditions	General economic conditions Changes in the environment High unemployment rate
Wage rate	Financial rewards Amount of salary I receive My net salary
Education and professional qualification	My academic credentials Level of education Skills and capabilities

Need for work-life balance	Desire to achieve work-life balance Achieving a good balance between leisure and work time
----------------------------	---

Source: Primary Data

5.1. Data Frequency and Response Rate

Table 3 below shows the research's response rate

Table 3: Study's Response Rate

Theme	Response Rate (N=12)
Type of employment contract	9
Macro -economic and labour market conditions	8
Wage rate	8
Education and professional qualifications	7
Need for work-life balance	6

Source: Authors' fieldwork

5.2 Theme 1: Type of Employment Contract

Type of employment contract was identified as one of the determinant of employment seeking behaviour of atypical workers at the case organisation. These participants revealed that the precariousness of non atypical forms of employment arrangements force them to increase their job search intensity. Table 4 below presents research participants' viewpoints.

Table 4: Research Participants' viewpoints on Type of Employment Contract

Pseudonym	Quotes
JS1	'Remember the nature of our work my brother. I am a temporary worker and anytime my contract can be terminated. For the mean time whilst my contract is still running I am busy day and night applying for a job elsewhere.'
JS3	'It's difficult considering the nature of my contract characterized by employment and financial insecurity. The only way to improve my work experiences is to search for a better job elsewhere.'
JS4	'Ini ndotsvaga basa kune mamwe maorganisations nokuti pano unokwanisa kudzingwa anytime.'(I actively search for a job elsewhere because of the nature of my contract which gives the employer the freedom to hire and fire workers anytime).
JS7	'Non standard forms of contracts by their nature will force atypical workers to search for new job in other organizations.'
JS8	'Basa ndoramba ndichitsvaga kusvika ndawana a permanent contract.'(I will stop searching for a job once I get a stable and permanent job"
JS9	'Chinotipa kuti titsvage basa nguva nenguva inyaya yekuti mabasa atinoshanda aya are temporary.'(What determines our job search is the nature of our contracts which in most cases are temporary).

JS10	'Contingent forms of work determine job search behaviour among workers.'
JS11	'We are forced to look for jobs everyday because of the nature of our contracts.'
JS12	'Type of employment contract determines job search behavior among workers.'

Source: Authors' fieldwork

5.3. Theme 2: Macro-economic Environment and Labour Market Conditions

Eight of the twelve research participants indicated that macro-economic and labour market conditions influence job search behaviour of atypical workers at the case organisation in Zimbabwe. Research participants' quotes are presented below.

- 'Technological changes are forcing us to look for jobs because in some cases technology is replacing workers' (JS2).
- 'Economic conditions determine job search' (JS3).
- 'High unemployment rate forces you to look for job everyday' (JS4).
- 'If the economy is not performing well it means job search among workers is the order of the day to avoid being unemployed' (JS5).
- 'Macro- economic conditions determine job search activities of atypical workers' (JS6).
- 'Changes in the economic and technological environment have forced workers to search for job since employers sometimes replace workers with technology' (JS8).
- 'My brother workers are being replaced by CC TVs, cameras, and alarm systems. Given such a background it means we look for job every day to avoid what appears to be a normal trend nowadays' (JS9).
- 'Micro and macro- environmental factors determine job search activities of atypical workers' (JS11).

5.4. Theme 3: Wage Rate

Apart from macro-economic conditions and type of employment contract, some research participants indicated that wage rate determines job search activities of atypical workers. In this regard, JS1 stated:

'My salary determines my job search activities'.

The aforementioned viewpoint was also upheld by JS2 and JS5. JS5 claimed:

'There is an inverse relationship between monetary benefits and job search behaviour.'

Similarly, JS6 argued that;

'Net salary determines job search behavior of workers. As long as my net salary is meager I will keep on looking for a better job'.

Aligning his views to that of JS6 is JS7, who mentioned that; “The wage rate determines job search behaviour of contingent workers. If you give workers meager salaries then it means they will be looking for jobs which improve their financial positions.”

In addition, JS9 said:

‘Dzimwe mari dzationotambira ishoma zvokuti unofanirwa kutsvaga basa zuva nezuva kuti ukwanise kurarama.’ (Our take home wages are too little and you are forced to search for better job for you to improve your financial position)

This trend continued with JS10 and JS11. JS11 submitted that; “Muhoro watinopihwa ndiwo unoita kuti titsvage rimwe basa” (Salary determines job search activities of atypical workers).

5.5. Theme 4: Education and Professional Qualifications

The research’s results also show that seven of the twelve participants revealed that education and professional qualifications determine job search behavior of atypical workers. Their related sentiments are presented below.

- “Level of education determines job search activities of workers” (JS3).
- “Employee’s skills, experience inform job search activities” (JS5).
- “Those with good academic qualifications are likely to engage more in job search compared to those without academic qualifications” (JS6).
- ‘Education and professional credentials force us to look for jobs’ (JS7).
- “Kana une chikoro chako then it means your job search intensity increases” (JS8).
- “Skills and experiences influence job search behavior of workers (JS11).
- “I think level of education and experience” (JS12).

5.6. Theme 3: Work-life Balance

Six of the twelve research participants indicated that the need for work-life balance determines their job search behaviours. In this regard, JS5 said;

“Workers look for jobs that offer them work-life balance.”

Similarly, JS6 noted:

“Need for work-life balance determines job search activities of workers.”

The aforementioned views were echoed by JS7 and JS8. JS8 stated:

“The desire to have a good balance of leisure and work time forces workers to look for jobs which offer that balance.”

In his quote, JS9 indicated that the need to achieve a balance between work and non-work activities pushes workers to look for jobs. This was also the viewpoints of JS10, who has this to say;

“Health balance of time between work and leisure. This means that workers continue to look for a job which provides what I said earlier.”

6. Discussion of the Study's Findings

The themes that emerged from the study are discussed below.

6.1. Type of Employment Contract

Type of employment contract was identified as one of the determinant of job search behaviour of atypical workers at the case organisation. Presented below are some of the participants' quotes in this regard.

- 'Non standard forms of work by their nature will force atypical workers to search for new job in other organizations.' (JS7).
- 'Chinotipa kuti titsvage basa nguva nenguva inyaya yekuti mabasa atinoshanda aya are temporary.' (What determines our job search is the nature of our contracts which in most cases are temporary). (JS9).
- 'Contingent forms of work determine job search behaviour among workers.' JS10).

The study's findings are in line with the opinions of Retkowsky et al. (2023), who contend that the precariousness of nonstandard employment contracts increases the intensity of atypical workers' job searches. Similarly, Jansen (2023) suggests that nonstandard forms of work arrangements are linked to financial and job insecurities that drive non-standard workers to look for new jobs in an attempt to improve their work experiences. Additionally, a study by Khapova et al. (2022) revealed that workers with temporary work contracts engage in job search more actively than those on permanent contracts.

6.2. Macro-economic Environment

Eight of the twelve research participants indicated that macro-economic conditions determine job search among non-standard workers at the case global firm in Zimbabwe. JS2 has this to say; 'Technological changes are forcing us to look for jobs because in some cases technology is replacing workers'. In addition, JS3 said: 'Economic conditions determine job search intensity of workers'

The study's findings are corroborated by Balgova et al. (2022), who contend that workers' job search activities are influenced by macro-environmental factors. According to Wanberg (2002), workers who expect a future economic downturn attempt to lessen its effects by putting in more effort throughout their job hunt. Furthermore, a study by Mälstam and Macassa (2017) found that high unemployment rates in the labor market lessen risk-averse workers' inclination to look for new jobs.

6.3. Wage Rate

Apart from macro-economic conditions and type of employment contract, some research participants indicated that wage rate determines job search activities of atypical workers. In this regard, JS1 stated:

‘My salary determines my job search activities’.

The study's findings are supported by the job search model. According to the job search model, the probability of a job search declines when wages rise (Banfi et al., 2019; Mussida & Zanin, 2020; Tasci, 2018). Similarly, Black (2020) asserts that the difference between the predicted alternative wage and the real wage determines the job search effort. Furthermore, Villena-Roldan (2019) argues that higher job search activity is a result of changes in the salary distribution within an industry.

6.4. Education and Professional Qualifications

Seven of the twelve research participants indicated that education and professional qualifications determine job search behavior of atypical workers. Some of their related responses listed below.

- “Level of education determines job search activities of workers” (JS3).
- “Employee’s skills, experience inform job search activities” (JS5).

Byrne (2022) supports the research participants’ quotes by arguing that academic credentials have an influence on workers’ job seeking activities. Similarly, a study by Csillag (2020) found that skilled employees look for new job more than unskilled workers because they are paid more by their employers than those with less education. Bilski (2022) provides additional data on the connection between educational credentials and employment seeking activities, arguing that the higher the education credentials, the more intense the job searches.

6.5. Work-life Balance

Some research participants indicated that the need for work-life balance determines job search behavior of workers. In this regard, JS5 said;

“Workers look for jobs that offer them work-life balance.”

Similarly, JS6 noted:

“Need for work-life balance determines job search activities of workers.”

The opinions expressed by JS5 and JS6 above are in line with those of Oosthuizen (2016), who argues that when employees' current jobs provide them with a good work-life balance, they will put up less effort in their job hunt. Similar conclusions can be drawn from a study by Jaharuddin and Zainol (2019), which

revealed that 69% of workers' job search behaviour is determined by their desire for a good work-life balance. Additionally, according to labour economic theory, workers who don't have enough leisure time search for new jobs that enable them to balance work and family obligations.

7. Contribution of the Study

Exploring factors that influence job search behaviour of atypical workers offers several contributions to the field of human resources management. Theoretically, this research validates the assumptions and provisions of planned job search behavior theory and job search theory. This research substantiates the provisions of the aforementioned theories, which hold that workers' attitude, search costs and wage rate influence job search behaviour. Contextually, a majority of job search studies have been carried out in the global north. Hence, this current study provides new themes and insights on the variables that influence job search activities of atypical employees in the global south. Practically, this study provides fresh data on factors that influence job search activities of atypical workers, which can be used by policy makers and managers. The study's findings assist managers to improve their contractual terms and adopt employee retention strategies which lessen workers' desire to engage in job search activities. The study's findings can also help managers implement intervention measures to lessen employees' desire to look for new jobs because job searches are associated with actual labor turnover, which is expensive for the company. Researchers studying job searches in the future ought to carry out long-term studies with companies that were excluded in the current research.

8. Limitation of the Study

Despite the researchers' best attempts to ensure the study's credibility; a few fundamental limitations were encountered. This study focused on atypical workers at a manufacturing firm in Zimbabwe. The afore-mentioned means that the study's findings might not fully represent the entire population of atypical workers in Zimbabwe, which make generalization difficult. Furthermore, this study was conducted at one manufacturing firm in Zimbabwe, which also complicates extrapolating the study's results. In addition, the qualitative research approach used by researchers had its own shortfalls. Future studies that combine quantitative and qualitative methods may get additional information on the subject matter.

9. Conclusions

This study explored factors that influence atypical workers' job search behaviours at a manufacturing firm in Zimbabwe. The research found numerous factors that influence job search behaviours of atypical personnel at the case organisation. Type of employment contract, wage rate, macroeconomic

conditions, and educational and professional qualifications were the four main determinants of job search behaviour identified by research participants. Few research participants at the case organization identified the need to achieve work-life balance as one of the variables that influence atypical workers' job search behaviour. The study recommends managers to make an effort to identify and understand factors that determine job search behavior of atypical workers. Understanding factors that influence atypical workers' job search behaviours assist managers to improve their contractual terms and put in place employee retention mechanisms to reduce workers' propensity to look for new jobs.

Acknowledgements

We express our gratitude to all participants who took part in this study.

Author's Contributions

All authors listed have made a substantial, direct, and intellectual contribution to the work and approved it for publication.

Funding

This study was funded by the College of Business and Economics, Department of Industrial Psychology and People Management, University of Johannesburg.

Conflicts of Interest

The authors declared that they have no conflict of interest.

References

1. Abdien, M. (2019). Impact of communication satisfaction and work-life balance on employee turnover intention. *Journal of Tourism Theory and Research*, 5(2), 228-238.
2. Adeoye-Olatunde, O. A., & Olenik, N. L. (2021). Research and scholarly methods: Semi-structured interviews. *Journal of the American college of clinical pharmacy*, 4(10), 1358-1367.
3. Aldiabat, K. M., & Le Navenec, C. L. (2018). Data saturation: The mysterious step in grounded theory methodology. *The qualitative report*, 23(1), 245-261.
4. Balgova, M., Trenkle, S., Zimpelmann, C., & Pestel, N. (2022). Job search during a pandemic recession: Survey evidence from the Netherlands. *Labour Economics*, 75, 102142.
5. Banfi, S., & Villena-Roldan, B. (2019). Do high-wage jobs attract more applicants? Directed search evidence from the online labor market. *Journal of Labor Economics*, 37(3), 715-746.
6. Barron, J. M., & McCafferty, S. (2017). Job search, labor supply, and the quit decision: Theory and evidence. *The American Economic Review*, 67(4), 683-691.
7. Bauer, A., Keveloh, K., Mamertino, M., & Weber, E. (2023). Competing for jobs: how COVID-19 changes search behaviour in the labour market. *German Economic Review*, 24(4), 323-347.
8. Beam, E. A. (2021). Search costs and the determinants of job

- search. *Labour Economics*, 69, 101968.
9. Betti, E. (2016). Precarious work: Norm or exception of capitalism? Historicizing a contemporary debate: A global gendered perspective. *The Power of the Norm: Fragile rules and significant exceptions*, 35.
10. Blau, D. M., & Robins, P. K. (2016). Job search outcomes for the employed and unemployed. *Journal of political Economy*, 98(3), 637-655.
11. Boswell, W. R., Zimmerman, R. D., & Swider, B. W. (2022). Employee job search: Toward an understanding of search context and search objectives. *Journal of Management*, 38(1), 129-163.
12. Byrne, C. (2022). What determines perceived graduate employability? Exploring the effects of personal characteristics, academic achievements and graduate skills in a survey experiment. *Studies in Higher Education*, 47(1), 159-176.
13. Carbonero, F., & Gartner, H. (2022). A note on the relation between search costs and search duration for new hires. *Macroeconomic Dynamics*, 26(1), 263-276.
14. Cooper, M., & Kuhn, P. (2020). Behavioral job search. *Handbook of Labor, Human Resources and Population Economics*, 1-22.
15. Damelang, A., Stops, M., & Abraham, M. (2018). Occupations as labour market institutions. *Soziale Welt*, 69(H. 4), 406-426.
16. Eichhorst, W., & Kalleberg, A. L. (2023). Transformation of modern work, rise of atypical employment, and health. In *Handbook of life course occupational health* (pp. 27-39). Cham: Springer International Publishing.
17. Faberman, R. J., Mueller, A. I., Şahin, A., & Topa, G. (2022). Job search behavior among the employed and non-employed. *Econometrica*, 90(4), 1743-1779.
18. Faggian, A. (2021). Job search theory. *Handbook of regional science*, 481-495.
19. Gerards, R., & Welters, R. (2022). Job search in the presence of a stressor: Does financial hardship change the effectiveness of job search?. *Journal of Economic Psychology*, 90, 102508.
20. Gonos, G. (2024). The Expanding Domains of Degraded Work in the United States: Constructing a More Comprehensive Typology of Non-standard Employment Arrangements. *Critical Sociology*, 08969205241283938.
21. Gundert, S., & Stegmaier, J. (2019). Standard and non-standard employment. *Soziale Welt*, 70(H. 3), 304-331.
22. Hensvik, L., Le Barbanchon, T., & Rathelot, R. (2021). Job search during the COVID-19 crisis. *Journal of Public Economics*, 194, 104349.
23. Herod, A., & Lambert, R. (2021). Neoliberalism, precarious work and remaking the geography of global capitalism. In *Neoliberal capitalism and precarious work* (pp. 1-36). Edward Elgar Publishing.
24. Hiswåls, A. S., Marttila, A., Mälstam, E., & Macassa, G. (2017). Experiences of unemployment and well-being after job loss during economic recession: Results of a qualitative study in east central Sweden. *Journal of public health research*, 6(3), jphr-2017.
25. Hulshof, I. L., Demerouti, E., & Le Blanc, P. M. (2020). A job search demands-resources intervention among the unemployed: Effects on well-being, job search behavior and reemployment chances. *Journal of occupational health psychology*, 25(1), 17.
26. Ingelsrud, M. H. (2021). Standard and non-standard working

- arrangements in Norway—consequences of COVID-19. *Labour & Industry: a journal of the social and economic relations of work*, 31(4), 387-404.
27. Ingelsrud, M. H. (2023). Standard and non-standard working arrangements in Norway—consequences of COVID-19. *Labour & Industry: a journal of the social and economic relations of work*, 31(4), 387-404.
28. Jaharuddin, N. S., & Zainol, L. N. (2019). The impact of work-life balance on job engagement and turnover intention. *The South East Asian Journal of Management*, 13(1), 7.
29. KA, Z., & PM, N. (2021). Bridging job search and perceived employability in the labour market—a mediation model of job search, perceived employability and learning goal orientation. *Journal of International Education in Business*, 14(2), 179-196.
30. Karlstedt, I. (2023). Understanding the influencers of work arrangement changes: A qualitative interview study on why young professionals are leaving for non-standard work.
31. Kweitsu, G., Junwu, C., & Egala, S. B. (2022). Correlates of job search behaviour among unemployed job seekers in Ghana: A mediation model. *Journal of Psychology in Africa*, 32(2), 166-173.
32. Le, S. T., & Lin, S. P. (2023). Proactive personality and the job search outcomes: the mediating role of networking behaviour. *British Journal of Guidance & Counselling*, 51(1), 29-45.
33. Mano-Negrin, R., & Tzafrir, S. S. (2018). Job search modes and turnover. *Career development international*, 9(5), 442-458.
34. Marchang, R. (2021). Job-Seeking Behaviour, Employment, Labour Employability Skills, Dissatisfaction and Job Mobility: A Study of North-East Migrant Workers in Bengaluru (No. 526).
35. Miano, A. (2023). Search Costs, Outside Options, and On-the-Job Search. Job market paper, Harvard University.
36. Mukoyama, T., Patterson, C., & Şahin, A. (2018). Job search behavior over the business cycle. *American Economic Journal: Macroeconomics*, 10(1), 190-215.
37. Mussida, C., & Zanin, L. (2020). Determinants of the choice of job search channels by the unemployed using a multivariate probit model. *Social Indicators Research*, 152(1), 369-420.
38. Ng, J. W. X., Song, Z., & Lievens, F. (2023). Human capital effects in the job search process for new labor market entrants: A double-edged sword?. *Journal of Vocational Behavior*, 144, 103894.
39. Ogunola, A. A. (2022). Quality of work-life and work-life balance as predictors of employee job satisfaction. *TAZKIYA: Journal of Psychology*, 10(1), 74-84.
40. Oladeinde, O. (2021). Global capitalism and the rise of non-standard employment: challenges to industrial relations. *The Global Labour Market: From Globalization to Flexicurity*, *Bulletin of Comparative Labour Relations*, 65, 53-61.
41. Oosthuizen, R. M., Coetzee, M., & Munro, Z. (2016). Work-life balance, job satisfaction and turnover intention amongst information technology employees. *Southern African Business Review*, 20(1), 446-467.
42. Pana-Cryan, R., Howard, J., & Bushnell, T. (2024). Nonstandard work arrangements.
43. Paugam, G. (2023). Employment participation of European couples: polarisation, non-standard-employment and gender and social inequalities (Doctoral dissertation, University of Oxford).

44. Phillips, D. C. (2014). Getting to work: Experimental evidence on job search and transportation costs. *Labour Economics*, 29, 72-82.
45. Pissarides, C. A., & Wadsworth, J. (2018). On-the-job search: some empirical evidence from Britain. *European Economic Review*, 38(2), 385-401.
46. Postepska, A. (2022). Overview of non-standard work arrangements. In *The Digital Economy and the European Labour Market* (pp. 147-158). Routledge.
47. Quintano, C., Mazzocchi, P., & Rocca, A. (2018). The determinants of Italian NEETs and the effects of the economic crisis. *Genus*, 74, 1-24.
48. Quintano, C., Mazzocchi, P., & Rocca, A. (2018). The determinants of Italian NEETs and the effects of the economic crisis. *Genus*, 74, 1-24.
49. Retkowsky, J., Nijs, S., Akkermans, J., Khapova, S., & Jansen, P. (2023). Seeking stability in unstable employment: An exploratory study of temporary agency workers' career self-management. *Journal of Vocational Behavior*, 143, 103877.
50. Schoukens, P., De Becker, E., & Bruynseraede, C. (2024). The Evolution of Standard Work. *The Elgar Companion to Decent Work and the Sustainable Development Goals* edited by Madelaine Moore, Christoph Scherrer, Marcel van der Linden, Forthcoming.
51. Shin, K. Y. (2022). Work in global capitalism. In *The Routledge Handbook of Transformative Global Studies* (pp. 316-331). Routledge.
52. Singh, L. B., & Srivastava, S. (2023). I am done now! Linking workplace incivility to job search behaviour and employee silence. *International Journal of Conflict Management*, 34(4), 717-745.
53. Smith, V., & Halpin, B. (2019). Non-standard work and non-standard workers. In *Handbook of the Politics of Labour, Work and Employment* (pp. 281-297). Edward Elgar Publishing.
54. Spoonley, P. (2023). Is non-standard work becoming standard?: Trends and issues. *New Zealand Journal of Employment Relations*, 29(3), 3-24.
55. Tanimoto, A. S., Ferré Hernandez, I., Hellgren, J., & Sverke, M. (2021). Non-standard employment contracts: Characteristics and consequences of new ways of working. *Flexible working practices and approaches: Psychological and social implications*, 191-211.
56. Tasci, H. M. (2008). Job search and determinants of job search intensity in Turkey. Available at SSRN 1082715.
57. van Hooft, E. A. (2018). 11 motivation and self-regulation in job search: a theory of planned job search behavior. *The Oxford handbook of job loss and job search*, 181.
58. van Hooft, E. A., Kammeyer-Mueller, J. D., Wanberg, C. R., Kanfer, R., & Basbug, G. (2021). Job search and employment success: A quantitative review and future research agenda. *Journal of Applied Psychology*, 106(5), 674.
59. Varoshenko, O.M., Lutsenko, O. Y., Melnychuk, N. O., Zhygalkin, I. P., & Demenko, O. Y. (2023). Payment for Non-Standard Forms of Labor and their Impact on the Economy and Social Status of Employees. *Theoretical and Practical Research in Economic Fields*, 14(2), 233-245.
60. Wanberg, C. R., Ali, A. A., & Csillag, B. (2020). Job seeking: The process and experience of looking for a job. *Annual Review of*

Organizational Psychology and Organizational Behavior, 7(1), 315-337.

61. Webb, A. (2022). A trade between flexibility and security: Examining the Evolution of Non-Standard Work Arrangements and Ways to Rebalance the Position of Platform Workers in the Labor Exchange. In Platform Labour and Global Logistics (pp. 89-107). Routledge.