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EXAMINING THE EFFECT OF PERCEIVED AUTOMATABILITY ON OCCUPATIONAL COMMITMENT AND JOB INSECURITY IN COLLEGE STUDENTS

Extended Abstract

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Abstract

This study seeks to explore the relationship between perceived job automatability, occupational commitment, and job insecurity among college students. Data will be collected using previously validated instruments. Structural Equation Modeling will be employed for data analysis. The findings of this study will contribute to the existing literature on the effect of job automation that currently neglects those looking to enter the workforce by offering insight into the perspectives of college students and implications for college career counseling and guidance.

Keywords: perceived automatability, occupational commitment, automation-related job insecurity

EXTENDED ABSTRACT

Previous studies on human responses to technological changes have explored employees' attitudes about job automation and its impact on commitment in the workplace (Gödöllei & Beck, 2023). Other research suggests that organizational commitment is less common in today's workplace, given the lack of organizational dedication reflected among Millennials and Generation Z compared to previous generations (Waikar et al., 2016; Liang et al., 2023). While occupational commitment and organizational commitment both reflect one's affective loyalty, attachment, involvement, and identification, occupational commitment considers a long-term view related to specific career goals rather than mere feelings associated with a specific entity or institution. (Hackett et al., 1994; Colarelli & Bishop, 1990; Ro & Lee, 2017; Zhu et al., 2021).

Extant literature suggests there is a link between employees' perceived job insecurity and their subsequent occupational commitment. These findings also offer that while younger employees' perceptions of their job being threatened (qualitative job insecurity) are higher, older employees have an overall concern about the continued existence of the job (quantitative job insecurity) (De Witte et al., 2010; Huang et al., 2020).

While previous research has examined college students' career aspirations and choices based on behaviors and expectations, it largely neglects to explore the impact that students' perceptions related to job automatability have on their occupational commitment and job insecurity. Therefore, our study seeks to address some of the gaps in the extant literature by employing previously validated instruments and methodologies to survey a sample of college students in the US to evaluate the relationships between

perceived automatability, occupational commitment, and job insecurity. Using appropriate statistical software, we intend to employ Structural Equation Modeling (SEM) for data analysis.

Our findings have the potential to offer meaningful insight into those looking to enter the workforce and implications for those providing career counseling and guidance for college students.

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