



Job Security, Digital Skills and Competencies in Banking Sector; Are They Related?

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Abstract

Background & Purpose: The job security has a direct impact on the employee's motivation and effectiveness. Therefore, the main purpose of this study is investigating the effect of digital skills and competencies on job security in the banking sector.

Methodology: This survey is based on data from Maskan Bank in Iran, designing on a representative sample of 361 employees. The structural equation model using PLS software used to analyze research hypotheses designed from literature review.

Findings: Our findings show that digital skills and competencies positively correlated with job security. However, the digital skills have a stronger effect than digital competencies. Among all skills, computer skills and communication competencies had the strongest relation with job security. However, our findings also show that there is not significant correlation between content creation and data security competencies with job security, which needs further investigation.

Conclusion: Even though the impact of digital skills and competencies on employability has been studied previously, the relationship between these factors and job security not been considered. Thus, this research could be useful to develop body of knowledge in human computer interaction issues and managers better understanding of information technology effects on employee's perceived job security in workplace.

Keywords: Digital Skills, Digital Competencies, Job security, Banking Sector

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