

Job Insecurity and Turnover Intention: The Moderating Role of Psychological Capital among Nigerian Employees

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1. Round 1

1.1. Reviewer 1

Reviewer:

In the paragraph starting with “One of the most widely examined drivers of turnover intention is job insecurity”, the integration of the Job Demands–Resources (JD–R) and Conservation of Resources (COR) frameworks is excellent but currently implicit. Strengthen the theoretical bridge by explicitly stating how JD–R explains depletion of resources and how COR complements it with the accumulation of psychological resources.

The section describing the Job Insecurity Scale notes its internal reliability but not whether it was validated in African or Nigerian samples. Briefly justify its cultural appropriateness or reference local adaptation/translation procedures.

When describing PCQ-24, the paragraph mentions Cronbach’s alpha but does not report the reliability coefficients for this specific study. Report Cronbach’s alpha or composite reliability for PsyCap, job insecurity, and turnover intention from your sample.

In the paragraph describing assumption checks (“Normality was assessed through skewness and kurtosis...”), consider including values for each construct rather than ranges alone, so readers can assess data quality more precisely.

The text under Table 2 states “AI anxiety correlated strongly and positively with technostress...” which appears to be a copy-paste error unrelated to job insecurity and PsyCap. Revise this to reflect the actual constructs (job insecurity, psychological capital, turnover intention).

In “the study relied on self-reported measures, which can introduce common method variance”, you might strengthen by reporting whether you conducted Harman’s single-factor test or any statistical control for common method bias.

Consider noting that the SEM tested is relatively simple (one moderator). Future research might incorporate multiple moderators or mediators (e.g., perceived organizational support) to model a more complex turnover process.

Authors revised and uploaded the document.

1.2. *Reviewer 2*

Reviewer:

The section “Despite the growing body of evidence, research gaps remain. Much of the literature is geographically concentrated in Asia...” would be stronger if you cite specific African studies that exist but are limited (e.g., Ghana, South Africa) and highlight how your Nigerian sample uniquely advances the field.

You mention “psychological capital (PsyCap)” and then alternate between full term and acronym. Ensure the acronym PsyCap is introduced once and used consistently thereafter to improve readability.

In “A total of 410 participants were recruited using a simple random sampling technique...”, please clarify the organizational clusters or industries sampled (public, private, service, manufacturing). Without context, it is difficult to generalize the findings.

In Table 4 shows that job insecurity had a significant positive direct effect..., the moderation effect is reported, but it is not graphically presented. Consider adding a simple interaction plot (low vs. high PsyCap) to visualize the moderation.

The discussion states “investing in PsyCap development may reduce psychological withdrawal and attrition.” Expand by specifying practical PsyCap-building interventions (e.g., resilience training, optimism coaching) to make recommendations more actionable for HR managers.

The discussion integrates COR theory but does not connect explicitly back to JD–R in the concluding synthesis. Add a sentence linking how JD–R job demands (insecurity) can be buffered by COR resources (PsyCap).

When claiming “Our Nigerian evidence suggests that PsyCap is a robust, portable psychological asset,” provide more explicit reasoning—such as how economic instability and informal employment context may moderate PsyCap’s effects compared to Asian or Western contexts.

Authors revised and uploaded the document.

2. Revised

Editor’s decision after revisions: Accepted.

Editor in Chief’s decision: Accepted.