

## Myth Debunking 101: Long tenure means more job security

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***Job security now depends more on adaptability and continuous learning than staying long in one company. Industries like healthcare, technology, and education offer stable roles. Employees can increase job security by upskilling, networking, and delivering strong performance. Employers should invest in creating career pathways and recognizing employee contributions.***

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### **Article Content:**

There is a massive difference in the career trajectories of our parents and our own. They mostly worked for a single company and believed that staying in the same organisation would reflect loyalty, which would in turn give them security and stability.

However, this notion doesn't stand scrutiny in today's market. Over the last few years, we have seen many of those in their managerial and leadership positions being laid off due to a multitude of factors including economic downturns and technological changes. Hence, it's important to dispel the myth that a long tenure at one organisation brings job security.

Job security has gradually shifted from being a long-term commitment to adaptability in selected industry segments, says S Prabhakar, Vice President, Ascent Consulting Services. The gig economy promotes flexibility and project-based work, highlighting that loyalty doesn't guarantee stability. This is the reason why it's essential to challenge the notion that tenure guarantees job security, especially in today's volatile job markets.

According to Charu Malhotra, Managing Director, Primus Partners, Maslow's hierarchy of needs feeds the concept of job security. The safety of regular income, annual increments and promotions will always be a real need for many segments of our population especially in the unpredictable, uncertain and disruptive environment that we are experiencing. Nonetheless, she

says that the gig economy has helped individuals break free of career choices hemmed in by preferences for professions like engineering, medicine, law and accountancy.

Moreover, she highlights that the job security emerging from time-honoured career choices has been shattered. For instance, despite the popularity of traditional engineering degrees and a plethora of colleges, there are many unemployable engineers in India.

### **Industries or roles more stable than others regarding job security**

Prabhakar says that certain industries, like healthcare, technology and education, tend to offer more stability due to consistent demand. Talking about industries and roles where one can witness a better sense of job security, Malhotra lists government jobs, data scientists, electronics, actuarial roles and bookkeeping roles. IT roles that are not coding-centric like cloud architect, data architect, software developer, solutions architect, and UI/UX also have job security; but only 2 out of 10 coders may have job security, she adds.

### **Qualities companies prioritise over tenure when evaluating employees**

In Prabhakar's opinion, companies now value skill adaptability, innovation and cultural fit over tenure. They seek employees who can learn quickly, collaborate effectively and contribute to the organisation's agility. On the other hand, Malhotra says that job security cuts both ways — it is not a function of employers or job opportunities alone. However, she says that retaining a job is also the responsibility of employees. Organisations experience attrition on account of the inability of employees to sustain themselves in jobs for which they are ill-equipped. Therefore, organisations need to conduct competency mapping, whereas employees should focus on continuously upskilling themselves, she adds.

### **Measures employees can take to enhance their job security**

Prabhakar says employees must embrace continuous learning to stay updated with industry trends and skills, actively network to build relationships both within and outside the organisation, develop versatility by cultivating a broad skillset, and consistently deliver strong performance to demonstrate their value. Doing so will definitely help them increase their overall job security. Along with these, Malhotra suggests employees should also take steps to get rid of insecurity and stay relevant. She says employers need to create career pathways, fast-track growth and offer incentives and rewards and recognition for employees to make them feel secure about their position at work. Investing in employees will also help employers because workers can then develop the skills required in today's world and that will in turn help the company, she adds.