

## The Effects of Job Insecurity of Flying Trainees Caused by Pandemic on the Job-Seeking Efficacy: Focusing on the Mediating Effect of Major Satisfaction

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### Abstract

This study examines how job insecurity affects the job search effectiveness of flight trainees and explores the moderating role of job satisfaction. Surveying 306 flight trainees from universities and private institutions, the research reveals that job insecurity significantly impairs their ability to gather job-related information and cope with challenging situations. Job satisfaction moderates the relationship between job insecurity and specific job-related anxieties, providing a buffer against negative impacts. This study uniquely focuses on flight trainees and highlights the importance of reducing job insecurity to improve their job search efficacy, emphasizing the positive influence of job satisfaction in this context.

First, the effect of job insecurity of flight trainees on job search efficacy was analyzed. First, as a result of analyzing the effect of flight trainees' job insecurity on job understanding among job insecurity factors, job insecurity and job insecurity among flight trainees have a significant negative effect on job information.

Second, the moderating effect of job satisfaction on the effect of job insecurity on job search efficacy of flight trainees was analyzed. First, major satisfaction did not have a significant moderating effect on the relationship between job anxiety and job anxiety among the sub-factors of job anxiety, but there was a significant moderating effect on the relationship between job anxiety and job anxiety.

This study differed from previous studies in the subject of the survey by applying it to flight trainees in empirical analysis of the impact of job insecurity on job search efficacy. Furthermore, the academic significance of this study can be found in that it has been verified through empirical analysis that job satisfaction can have a positive effect on job search efficacy by verifying the moderating effect of job satisfaction on job satisfaction.

**Key Words :** Job Insecurity, Job Search Efficacy, Major Satisfaction, Job Understanding, Flight Trainees.

### 1. Introduction

Since the COVID-19 had started about three years ago, airlines have faced a serious stagnation as operations have plummeted due to the pandemic, and because of this, the whole world has experienced many changes. At the time, with the extension of the pandemic, anxiety about growth and employment also increased. The reality is that even after the declaration of the end of COVID-19, economic recovery has been facing a lot of challenges and obstacles for the future due to complex issues such as interest rate hikes and the start of war. The aviation sector is one of the industries that was and is still being most affected by COVID-19, and flight trainees cannot help but feel anxious about finding jobs due to the prolonged non-employment by airlines (Han, 2021).

Prior to the pandemic, the air passenger market had continued to grow over the past 40 years, overcoming short-term impacts such as regional wars, infectious diseases, and economic crises (Yoon & Jang, 2020). Also, as the industry develops and the demand for travel is increasing, the pilot as a profession is also gaining more popularity, and with that, 11 aviation departments at universities across the country have been established in the past few years. Before COVID-19, the Department of Flight