

Effects of Job Creation Determinants on the Security of Abuja Metropolis

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Abstract

This paper seek to evaluate the effects of job creation parameters on security challenges in Abuja using skilled and unskilled factor as a major job creation determinant factor. The research paper employed cross-sectional survey designed due to the number of respondent and the time frame for this investigation. Questionnaires were designed in line with the objective of the study and personally distributed to the entire two hundred and forty-six (246) staff of National Directorate of Employment (NDE) Headquarters in Abuja. In other to fulfil the research objectives, multiple regression was used to test and validate the guess statement postulated for the investigation at ninety-five percent (95%) confidence level. The result of the hypotheses tested reveals that, both skilled job creation and unskilled job creation have significant positive effect on security in Abuja. The paper recommendations were based on the study findings which states that government should pay more attention and allocated more resources to both skilled and unskilled employment creation programs in other to improve the state of security in Abuja. Government should attract more industries to FCT to ensure that more employment opportunities are created so as to reduce the level of unemployed of youths in order to improve security level in the federal capital territory

Key words: Job Creation, Determinants of Job Creation, FCT Security, Abuja

1.0 Introduction

The major challenge facing Nigerian today is how to contain diverse manifestations of in- security by various disaffected and groups across cities and village in Nigeria. The preservation and protection of territorial boundaries, sustainability of sovereignties and stability of a nation from external aggression is usually referred to national security (Abang, 2019). National security gives the nations the impetus to pursue its interest and core values without any threat or interference from any quarter. For a country to have national security, its citizens most enjoy physical safety as individual or groups and even as a nation, together with the safety of other cherished values (Nweke & Nwachukwu, 2014). National security means freedom from anxiety threats, and danger. The upsurge of insecurity in northern Nigeria and the country at large evidence by the recent killing of over and above sixty-four rice farmer in zabarmari area of Borno state and the killing of an Assistant Commissioner of police in Cross River state among other threat confronting the citizenry shows the absence of national security in today's Nigeria and therefore the basis of Nigeria's existence as a sovereign nation calls for questioning.

The pro-realist orientation of Nigeria security agencies is the adoption and deployment of force as the first option of tackling insecurity of any magnitude in the country with little or no intelligence support. Intelligent gathering has been the weakest link in the fight against Boko- haram and other insurgency in the past decade with the attendance consequences interns of the high casualty rate and human and material losses (Afu, 2018). The paradigm shift from the Stone Age to Data age has put intelligence gathering first where data are collected and analysis before the deployment of force based on the available information and result is achieved within a record time but this seems to be a clear departure of the Nigeria security architecture (Abang, 2019).

The absence of a clear cut national security strategy in Nigeria has affected different facet of our national life's including youth unemployment due to the inability of the Youth to feel secured in exploring and acquiring skills that will prepare them to be gainfully employed with the required skill. The army of unskilled work force in Nigeria and in the federal capital territory in particular has lead to the large number of unemployment in the nation because the enabling environment for the youths to acquired skills is lacking and therefore the youths themselves have turn into crime and criminalities and causing violence and conflict (Nwanbi, 2018). Consequently, employment generation and their factors, that is, whether the Jobs created are skilled or unskilled have been postulated to be likely contributor to the reduction of crime and criminality and by extension insecurity in the federal capital territory (Nwanbi, 2018). Skilled work force have the capacity to cut violence and eventually make it unattractive, unsustainable and unworthy (Nasu, 2012).

There are growing evidences from previous works (Abang, 2019; Afu, 2018; Nwanble, 2018; Sani, 2017 et al) that the job created whether skilled or unskilled have effect on national security.

Skilled Job Creation is the creation of those jobs that require formal training and experience on a particular work under a conducive and violent free environment. While unskilled Job Creation refers to creation of those jobs which poses no particular skills and likely has no formal education and training which are abundant in the cities centre across the country as a result of insecurity in the country. Sani (2017) asserted that in spite of the experience and educational qualifications of Skilled and Unskilled Youth in Abuja metropolis and Nigerian at large are not interested in engaging in any meaningful job that can earn them a decent source of

livelihood but prefer going into Kidnapping, Arm Robbery, Drugs and other social vices as the return on this vices is huge as compare to decent work.

National security is one of the biggest issues facing most nations of the world today, whether they are developed or developing. In Nigeria, for instance, the level of criminality seems to be increasing by the day with youths involving in criminal behaviour due to their inability to acquired the requisite skills to be skilfully employ as a result of the absence of national security strategy, able body youths are getting into crimes and are being more ruthless and desperate (Otto & Ukpere, 2012). The new democratic dispensation from 1999 to dates usher in new forms of violent crimes and insurgences such as: Boko Haram, kidnapping for ransom, pipeline vandalization, rape, political violence and more. States the share common boundaries with the federal capital territory Abuja are constantly under attack by herders, Kidnapers dissatisfied youths in the local community's occasion by social injustices and unequal distribution of wealth, uprising of ethnic and religion bodies and down to petty theft due to harsh economic situation of the present administration. In some instances, the whole villages in Kaduna, Plateau and Benue States are frequently sacked.

The assumption that unemployment is directly linked to armed conflict remains strong in scholarly literature, and therefore an attempt to reduce unemployment through job creation will have a positive impact on security (Ololube, Onyekwere, Kpolovie & Agabi, 2012). Unfortunately, the unemployment situation is worsening every passing year with thousands of graduates roaming our streets searching for means of earning a living. Past empirical studies have examined unemployment, lack of formal education and training as the factors contributing to national security. (e.g. Iwu, 2015; Mofoluwawo, 2015; Adegoke, 2015; Nwanbi, 2018). However, despite the greater interest in youth employment in relation to better security management, none of these authors quantitatively examined the effect of job creation factors in terms of skilled job creation and unskilled job creation on national security. It is to close the gap that this paper investigates the effects of job creation determinants on insecurity in Abuja metropolis, with particular reference to skilled and unskilled dimensions of job creation. This article provided answers to questions such as: does skilled job creation have any effect on insecurity in Abuja metropolis? How does the unskilled job creation impact on insecurity in Abuja metropolises?

1.2 Research Objectives

The research exercise was guided by the following objectives:

- i. To examine the implication of skilled job creation on insecurity in Abuja metropolis.
- ii. To evaluate how unskilled job creation impact on insecurity in Abuja metropolis.

1.3 Hypotheses

The postulated null hypotheses were validated by testing the acceptability or otherwise of the prepositions:

H₀₁: Skilled job creation has no implications on insecurity in Abuja metropolis.

H₀₂: Unskilled job creation does not have impact on insecurity in Abuja metropolis.

2.0 LITERATURE REVIEW

2.1 Concept of Job Creation determinants

A country level of growth and advancement is largely determinant by the quality of work force the country possesses and the quality of workforce is a function of the level of training, formal or informal the country gives to its citizens which are categories into skilled and unskilled workforce. Skilled and unskilled workforce is a major determinant of the types of jobs a country creates for its citizen and the types of jobs such a country export to other foreign courtiers with high skilled technical manpower(2017).

The high level of unskilled workforce in Nigeria is the reason Nigeria is engaging in the exportation of its raw material and minerals like crude oil since 1956 thereby creating jobs for such countries with skilled workforce and in turn import refine product for its local consumption thereby crating an army of unemployed youths due to the high number of unskilled workforce in the country resulting in the level of insecurity across the country especially in the city centers like Abuja metropolis(Abang,2018).

Nigeria is classified among Africa countries involve in commodity export without value addition to its raw materials due to it unskilled manpower and by so doing exporting jobs to other countries with skilled workforce leaving it citizen to engage

in crime and criminality, evident by the unprecedented level of kidnapping and insurgency in the country(Eno,2019).

According to Afu (2017), the level and quality of raining a country gives to it citizen determent the type of work force such a country have and by extension the level of advancement of the country. Countries with skilled work force are usually advance and well developed than countries with unskilled workforce. Skills are gotten through training, and training is acquired in a safe and secured environment free from all sorts of criminality including kidnapping which Nigeria is presently lacking and therefore its citizen, even university graduates are usually classified as unemployable (Unskilled).

Jobs creation is determinant by skilled and unskilled workforces in any country be its developed or undeveloped.

I. Skilled job creation

Skilled job creation is a pool of job seeker with the basic requirement for a particular job at a point in time. This basic requirement may have been acquired from a formal training process leading to the accumulation of technical know-how and experience to carry out a particular task. Skilled job creation is a part of the workforce who are physically and mentality able to complete a routine job task or function with some level of precision and time line. It is the most potent part of the work force characterized with some specialize skills through training and retraining and long term cognate experience (Abang, 2018).

Skilled job creation is a deliberate action of government to create and sustained a knowledge –based job pool that will drive the knowledge economy of the country of the 21st century. A country that has a larger size of its workforce as killed and specialize worker is likely going to grow its economy faster and better with modern technology thereby increase production, its gross domestic product (GDP), creates more employment opportunities, capacity utilisation , improve standard of living of it citizen and to very large extend reduce crime and insecurity(Abang,2018)

Skilled workforce is a major determinant of a country level of advancement, economic prosperity and quality of living and life expectancy of its citizen and indeed the crime rate which is usually at its lowest end due to availability of jobs opportunities and the functionality of government institutions headed by qualify skilled workforce. Insecurity all over the world is attributed to so many factors

including but not limited to the presence of unskilled labour across the various countries of the world which are not and cannot be gainfully employed due to lack of skill or training thereby resulting into crime and criminality leading to the surges in insecurity in the world evidence by the level of insecurity in Nigeria northern region (Afu, 2017).

The quality of work force a nation has determines how the activities of business and government are transacted and the result thereof. Skilled workforce strategies enhance the production of consumables at a very low cost and ensure long term capital gain. Skilled and unskilled jobs types exist in an economy. The term “skilled jobs” are jobs which required skill manpower usually gotten from an official or formal training from the university, polytechnic, professional bodies or a direct apprenticeship that required intellectual capacity in accomplishing a task and less physical effort (van der Kroon & Olieman, 2013). Skilled job may require laying out work, estimating quality, determining the suitability and needed quantities of materials, making precise measurements, reading blueprints or other specifications, or making necessary computations or mechanical adjustments to control or regulate the work (Akay & Yuksel, 2013). Skilled jobs require dealing with specifics, precision, facts, figures or abstract ideas that are seemingly complex.

II. Unskilled Job Creation

Ogawa and Tsubuku (2017) define unskilled job/labour as the part of the work force that is associated with a low skill level in terms of creativity and innovation. Unskilled work force is employee that worked strictly under control and direct supervision with little or no technical know-how. A nation with a high level of this work force makes no appreciable progress in economy advancement and technological breakthrough. Employee in this category lacks any formal training either from the university, polytechnic or apprenticeship. The unskilled labour also refer to a group of workforces that needs no special expertise and is defined as a method of making a living with little or no degree of safety of income and service (Fink, 2012). Such workers need no or small training and they will accomplish what has been assigned to them on construction sites. They are men and women having a strong healthy body as their major asset to perform manual duties.

2.1.2 Concept of National Security

There is no universally agreed meaning of national security, different scholars with different standpoint and views have offered different definition and explanation of what the concepts means contextually.

According to the Inspector general of police (2016), the enforcement and maintenance of law and order, a crime free society where citizen move freely and engages in their legitimate businesses without fear and intimidation sum-up to national security.

National security is not limited to manmade crime, its encapsulate and encompass environmental safety, citizens free from natural hazard, economics uncertainty, soci-political uncertainty, tribal and religious freedom, a conducive learning environment and access to medical consumables and facilities(Fink,2012).

According to Okoli and Okpaleke (2014), the security of a nation is the primary responsibilities of the government in power. This responsibility entitles the safety of life and property of the citizen free from any danger and external aggression. Citizen have right to carry out their legitimate business and associate freely without any form of threat. The protection of a nation's core values from threats constitutes a country's national security. National security is tantamount to national interest (Clopton, 2016). For Otto and Ukpere (2012), national security implies the sum total of a country's physical efforts, intelligence capacity, commitment and the use of institutions and their products to enforce and ensure adequate protection of interests, people and properties of a nation. It also involves the overall protection of a nation's integrity and sovereignty through the use of economic resources, diplomacy, power projection and political power.

2.2 Empirical Review

Adesina (2013) examined the relationship between lack of skilled job creation and security challenges in Nigeria and found that the high rate of lack of skilled job creation in the country is directly responsible for the increasing security challenges in Nigeria.

Gutierrez, Orecchia, Paci and Serneels (2017) analyze how skilled job creation pattern of a nation of enhance it growth and productivity over time on a sectoral basis and its direct impact on the citizen in terms of poverty alleviation. The findings of this investigation reveals that, the aggregate skilled job employment-rate intensity of growth does not matter for poverty reduction any more than the aggregate productivity intensity of growth, the sectoral pattern of employment growth and productivity growth is significant.

Schlösser, Dunning, Johnson and Kruger (2013) attempts to established the link between unskilled workforce and the growth and development of a nation, the result reveals that, the Krajč–Ortmann framework failed to anticipate self-evaluative misperceptions on the part of poor performance of unskilled, but that it does much better at accounting for misperceptions among top skilled performers.

Devadas (2017) evaluate the impact of unskilled workforce on a country's growth and development. Unskilled workforce has relatively low formal human capital, but some school of thoughts suggests that they can still contribute to national productivity by contributing their quarters to the growth and sustainability of a nation.

2.3 Theoretical Review

Signaling Theory

The signal theory postulated by Michael Spence in 1973 was used to underpin this study due to its basic assumption that underpins this paper out of the numerous theories that have been developed on job creation theory.

The underpinned of this theory is the negative signal of low productivity and slow economic growth and development of a nation with very high unskilled workforce. The effect of this unskilled workforce will impact both on the citizen and the national security of the country and by extension increase in crime rate in the society. A skilled workforce is good workers who are more likely to qualify for employment at a skilled job in the long run are better off being unemployed than accepting an unskilled job (Albert Ma, Ching-to & Weiss, 1993). This theory is usually employed to explain how applicant attraction to a recruiting organization may, in part, be influenced by the signals organization's characteristics revealed during recruitment process. It is recognized that applicants construe many recruitment-related activities and information as signals of unknown organizational characteristics (Collins & Stevens, 2012; Cable & Turban, 2013), and recruiter characteristics and/or behavior (Turban, Forret, & Hendrickson, 1998).

3.0 METHODOLOGY

The adopted the cross-sectional survey approach because it involves collecting data from a large number of respondent in a limited time frame and giving the respondent the latitude to express their views on the variables under study. The national directorate of employment (NDE) headquarter Abuja was used as a case study with a population of two hundred and sixty-four staff. Questionnaires were

designed in line with the study objectives and administered to the respondents in the study area, out of which one hundred and fifty-four questionnaires were correctly filled and return for analysis. Data collected was analyzed using simple statistical tables with percentages. Also, postulated hypothesis is tested using the Multiple Regression techniques with the aid of statistical package for social science.

The model for this study is given thus;

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + e$$

Where;

Y = Security

X₁ = Skilled job creation

X₂ = Unskilled job creation

β_0 = Constant ((Value of Y when all Vs are zero)

β_1 — β_2 = Intercepts of Independent Variables

ϵ = Standard Error term.

The ‘a priori expectation’ in the model is that the independent variable job creation measured by skilled work force and unskilled work force is speculated to show a positive correlation with national security. Mathematical, it is expressed thus: $\beta_1 - \beta_2 > 0$ revealing how a unit increases in the independent variables will lead to an increase in insecurity in the country by one unit. Thus, regression was employed in the study to forecast relationship between variables and estimate the influence of each explanatory variable to the dependent variable.

4.0 FINDINGS AND DISCUSSIONS OF RESULTS

To investigate the predictive ability of our predictor variables on the criterion variable we employ the multiple regression analysis. The analysis is guided by the simple definitional model specified thus:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + e$$

The regression result is shown in table 1.

Table 1 MULTIPLE REGRESSION STATISTICS TABLE

Variables /Description	Beta	Coefficients	T Value	P Value	F
Skilled job creation	0.294	0.173	2.507	0.000	
Unskilled job creation	0.288	0.437	7.890	0.001	
R					0.748
R ²					0.559
Adjusted R ²					0.548
F – Value					48.823
P – Value (Probability of F - Statistics)					0.000
Variance Inflation Factor (VIF)					3.634
Durbin-Watson					1.845

Source: SPSS, 2020.

From Table 1, The independent variables are not correlated and therefore multicollinearity does not exist because the highest Variance Inflation Factor (VIF) is 3.6. A VIF within the range of 1 to 10 indicates no evidence of multicollinearity. The Durbin Watson statistic of 1.85 indicates the absence of autocorrelation as the standard requirement is within 1.5 to 2.5. R measures the strength and direction of the linear relationship between the IV and DV. The R value is 0.748 meaning that there exists a strong positive linear relationship.

The R² is expressed as a percentage, revealing the veracity in the IV. The R² value of 0.559 reveals that 66.9% changes in the DVs (security) are explained by the changes in IVs (skilled job creation and unskilled job creation). Therefore, the findings reveal that the independent variables appear to be strong variables for predicting security in the study area. The Adjusted R² is employed to estimate the expected reduction in R², in this case is 0.548 which is very close to R² value of 0.559. This shows that there is minimal shrinkage.

The model used for this study is significant as shown in the F value of 48.823 is large and the P- value of 0.01 is less than 0.05 significance level of this study. Therefore, the researcher rejected all the null hypotheses while the alternate hypotheses are accepted.

The coefficients of skilled job creation and unskilled job creation are 0.173 and 0.437 respectively. They are all positive, meaning that as the magnitudes of the

independent variables increases, the magnitude of the dependent variable (security) also increases.

The result also shows the unique contribution of each component of job creation factors in explaining the variance of security. The beta values in Table 4.2 shows the contribution of each independent variable towards the dependent variable, as the values have been converted in the same scale to enhance comparison. The vital variable was skilled job creation showing a beta of 0.294 and the least vital predictor of these two independent variables is unskilled job creation with a beta of 0.288.

The t-test statistics reveal that all the beta coefficients of skilled job creation and unskilled job creation are significant since their respective P-value is 0.01 each which is less than 0.05, significance level. Based on this, therefore, all the two null hypotheses are rejected, while the alternate hypotheses are accepted.

4.5 Discussion of Findings

The result shows that there is a significant relationship between job creation factors and security. The overall result also shows that job creation factors have significant effect on security.

The result shows that there is a positive significant relationship between skilled job creation and security. This confirms the findings of Adesina (2013) who examines the relationship between lack of skilled job creation and security challenges in Nigeria and concludes that skilled job creation has a significant and positive impact on security. The result also shows that there is a positive significant relationship between unskilled job creation and security. This is in agreement with the findings of Fink (2011) who concludes that investment in unskilled job creation has a positive relation with national security.

5.0 CONCLUSION AND RECOMMENDATIONS

The research shows that job creation factors have a strong positive effect on security. This implies that both skilled job creation and unskilled job creation affect security positively. It is therefore concluded that job creation is an important factor in enhancing security.

- 1) With a 66.9% changes in the security situation in Abuja metropolis as explained by the job creation determinants analyzed, the paper

recommended that government should create more jobs in other to improve the state of security in Abuja.

- 2) Government should attract more industries to FCT to ensure that more jobs are created so as to reduce the level of unemployed youths in order to improve the state of security.

This can be done by introducing free trade zones in FCT, provision of tax holidays for organizations and creating a more conducive environment for investment and operation.

The data used for the current study was derived only from FCT. A larger data set from Nigeria as a whole should be considered in further studies.

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