Exploring the Role of the Temporary Workforce on Information Security Policy Compliance

Shwadhin Sharma and Merrill Warkentin*
Management & Information System Department
Mississippi State University
Mississippi State, MS, USA
m.warkentin@msstate.edu

Organizations face multiple challenges towards effective management of their information systems security. One key element of information security policy implementation is employee policy compliance. Employees must be properly motivated and trained. The present study evaluates the impact of employment status, specifically permanent employment status versus temporary employment status, as a factor influencing behavioral intention to comply with Information Security Policy (ISP). This status can result in varying levels of organizational commitment and perceived organizational support which in turn affects behavioral intention to comply with ISP. This study supports the notion that the effect of organizational commitment and perceived organizational support on behavioral intention to use ISP will be stronger among permanently employed individuals than among temp workers. However, this research did not find evidence that perceived response cost of performing a behavior would negatively impact organizational commitment. Implications for managers and researchers are discussed.