

Job Loss Due to Pandemic- A Psychological Distress

Bhavika Salian*, Dr.Vishal Samartha**, Ms.Sushma V***

* (USN4SF19MBA43,MBA student, Sahyadri college of Engineering and Management,Mangalore)

** (Director-MBA program, Sahyadri college of Engineering and Management, Mangalore,

Email add: director.mba@sahyadri.edu.in)

***(Assistant Professor-MBA, Sahyadri college of Engineering and Management, Mangalore

Email add:sushma.mba@sahyadri.edu.in)

Abstract:

COVID-19 epidemic has had an enormous influence on people's daily lives incountries around the world. People are harmed both directly and indirectly as a result of theeconomic effects of the outbreak. Because of social distancing norms and gathering limits,formal get-togethers did not take place, people could not have large gatherings and the measures which the government took to get things under control had major impactonthe individual's psychological well-being. Large number of people were out of jobs, wage cuts, uncertainty in terms of whether the job was there or no. The psychological discomfort had a larger impact on the psychological wellbeing. The paper attempts to understand the same in times of the pandemic and its aftermath.

Keywords —Job loss, pandemic, psychological wellbeing

INTRODUCTIONThis study investigates the relationship between job loss as a result of the pandemic outbreakand psychological distress (PD) in a variety of individuals. A pandemic is a disease outbreakthat spreads across multiple countries or continents. More people are affected and killed as aresultofit than by an epidemic.

An epidemic is a stage of a pandemic in which the infection is still at a low level or islimitedto a subset of the population. A pandemic occurs when a disease affects the entire populationof a country and begins to spread to other countries. It is a disease that affects a huge numberof people at the same time in a community, population, or region. Not all diseases progress to pandemic proportions. In contrast, a pandemic is an epidemic that spreads over numerouscountriesor continents.It affects a wide geographicalarea,if notthe entire world.Many pandemics have occurred throughout history, as

humans have spread across the globe,andhaveinfectiousdiseases.Regardless,extensivemedicaladvancementsinrecenthundredsof years, communicable diseases such as influenza, HIV, and Coronavirus continue to pose asignificant threat to society. The pandemic reduces working hours, reverses job growth, anddrives millions into working poverty. A pandemic is regarded as a traumatic event that canharm people's physical, emotional, spiritual, or psychological well-being. We 've witnessedjob harm as a result of the outbreak. People get unsatisfied when they lose their occupations,which has an effect on their mental and physical health. When we are working, we have astrongerfeeling of pride and purpose.

Theeconomicdownturncausedbythepandemicca nhaveanegativeimpactonalargenumber of people's wellbeing and create additional obstacles for those who presently suffer

from problems with psychosis. Job insecurity, long periods of isolation, and concern about the future aggravate and compound people's psychological problems, especially among younger individuals and those with a better educational base. Unemployment is widely acknowledged to result in a loss of earnings as well as a decline in job-related skills. It has been linked to over 100 psychological variables, including low mood, anxiety, depression, poor cognitive performance, loss of confidence, and psychosomatic problems, as well as higher rates of mental health hospitalizations and chronic disease mortality. To date, the main psychological impact in terms of public mental health is stress or anxiety. Employment can promote health by enhancing material wealth, psychological well-being, generating income, and minimizing the negative health effects of economic distress. Even if there is no serious financial strain, losing a job is damaging to one's mental health and, in some cases, one's physical health. Losing a job is frequently equated with the sadness of loss of a loved one, as well as the emotional coping process, can include pain and despair.

COVID-19 epidemic has had an enormous influence on people's daily lives in countries around the world. People are harmed both directly and indirectly as a result of the economic effects of the outbreak. Because of social distancing norms and gathering limits, formal get-togethers do not take place, you cannot go and hang out with a group of people in your field, and gatherings of fewer individuals are authorized by following all of the measures that the government has created, which makes finding work more difficult and has an impact on the individual's psychological well-being.

Losing a job or experiencing a financial crisis can have a major effect on one's emotional and physical wellness. When people lose their jobs or face salary cuts as a result of a pandemic/crisis, they

tend to lose interest in previously enjoyable activities, they doubt their abilities, and they blame themselves, each of these things has a direct effect on emotional well-being and contribute to an increase in pain, anguish and frustration inside oneself.

II. REVIEW OF LITERATURE

Pappas (2020) stated how many lost their employment as a result of the Covid-19 outbreak, as well as how they are dealing with mental health difficulties. The psychological and financial difficulties associated with losing a job and being out of work for an extended period of time are inextricably linked. Work provides time structure, identity, purpose, and social contacts with others, and when an individual loses all of these things, it generates a slew of issues for the people. **Liu (2020)** stated how job loss caused by the pandemic has impacted people's quality of life as well as how they coped with the terrible repercussions of layoff. As for pandemic has affected people's psychological well-being and how to deal with the emotional strain of joblessness. Because of the relation between self-worth and employment, people who have lost their employment are prone to blaming themselves. This psychological trauma could result in serious health disorders. **Fowler (2020)** outlined how as a result of the pandemic, millions of individuals have lost their jobs. For many people who have lost their employment abruptly, it is a financial as well as a psychological challenge. Losing a job may be emotionally stressful at any time, but doing so during current times of increasing uncertainty can add to the mix. Few people may refuse to realize the gravity of their job loss, which may eventually take a severely effects on the psychological wellness in the long run. **Blustein, et al., (2020)**: discussed the differences between the current outbreak and prior pandemics. The recent influx of massive job losses and rising unemployment is having a particularly painful impact on young people all over the world.

Job loss is connected with greater depression, anxiety, discomfort, and low self-esteem, and women with children are more likely to express symptoms of anxiety and depressive illness than men with children.

III. RESEARCH METHODOLOGY

Study is descriptive with sample size of 138. As primary data, information was gathered through the use of a questionnaire through google forms. In addition information was also collected through face-to-face interaction. As Secondary data, information was collected by referring to websites, journals, articles related to the study. Social media platform was also been used to gather more information regarding the subject. Questionnaire survey, Faceto face interaction, Social media survey was utilized. Simpler random sampling technique has been used to collect the sample

IV. PROBLEM STATEMENT

The study focuses on addressing the psychological effects that individuals have faced and are still facing due to job loss during pandemic. The psychological impact caused due to job loss during pandemic is immense among individuals. Many first-generation workers had a lot of hope but the pandemic has dashed it. Some of them may be able to recover their jobs within days but many of those who have lost their jobs would never get it back which causes a mental trauma within a person.

V. OBJECTIVES OF THE STUDY

- To analyze the influence of job loss on psychological factors

VI. NEED OF THE STUDY

- The study's purpose is to determine how job loss has affected psychological factors in individuals.
- To ascertain the extent to which job loss has impacted individuals' mental health.

VII. HYPOTHESIS:

- **HO (null hypothesis):** There is no psychological impact caused due to job loss during pandemic

- **H1 (alternate hypothesis):** There is psychological impact caused due to job loss during pandemic.

VIII. DATA ANALYSIS:

Cross tabulation: Age * Job loss can lead to suicidal thoughts and substance use

The cross tabulation is based on the respondents' age and the question of whether job loss can lead to suicidal thoughts and substance abuse. This cross-tabulation was performed to see which age groups believe that job loss can lead to suicidal ideation and substance abuse. This test revealed that respondents between the ages of 31 and 40 believed that job loss could lead to suicide ideation. As a majority of the respondents have lost their jobs owing to insecurity, and when they have no financial means to earn a livelihood, they

Age	Suicidal thoughts and substance use					Total
	SA	A	N	D	SD	
20-30	16	8	6	99	4	43
31-40	27	15	5	1	0	48
41-50	8	16	6	3	0	33
51 and above	5	9	0	0	0	14
Total	56	48	17	13	4	138

can have all kinds of negative views.

**Cross tabulation:
Last position in organization* You realize where to go for assistance.**

Last position in organization	You realize where to go for assistance					Total
	SA	A	N	D	SD	
Top level executive	2	2	11	11	1	27
Middle level employee	10	11	12	13	7	53
Entry level employee	12	8	10	21	7	58
Total	24	21	33	45	15	138

From the above cross tabulation, it is clear that entry level employees disagree with the statement that they know where to turn when they need help. Respondents were either afraid to speak up and disclose their grief to others for fear of what others would think, and the main purpose of the test was to determine whether an employee's last position and designation made a difference in speaking up and disclosing their grief of job loss to others, and unfortunately, majority of respondents did not know where to turn for help after job loss.

Cross tabulation: Gender* avoid visiting psychiatrists because of the fear of society's judgement and negative treatment

Despite all of the mental health knowledge available, some people still find it difficult to admit that they need help because they do not want to be labelled as insane or incapable of coping with their life difficulties by others. Many people

refuse to seek help because they are terrified of appearing weak or incompetent. People avoid seeing psychiatrists for fear of being judged negatively by society. Using cross tabulation, we can conclude that perhaps proportion of male

Gender	Avoid psychiatrist because of fear of society					Total
	SA	A	N	D	SD	
Male	4	8	5	2	1	62
Female	3	24	9	5	2	76
Total	8	32	14	7	3	138

voters firmly persuaded as they are afraid of visiting psychiatrists because of society's judgment. As a result, when compared to female respondents, more male respondents were afraid to visit psychiatrists following job loss.

Cross tabulation: Marital status * After job loss, not being able to contribute financially to family creates feeling of worthlessness

Marital status	Feeling of worthlessness					Total
	SA	A	N	D	SD	
Single	44	12	10	3	2	71
Married	41	11	5	0	0	57
Divorced	4	3	0	2	1	10
Total	89	26	15	5	3	138

The above cross tabulation explains how respondents' marital status influences their opinions. The primary purpose was to determine which marital status respondents thought that being unable to contribute financially can lead to feelings of worthlessness. Most singles believe

that financial insecurity has a huge impact on self-esteem, and that when a person has let his or her family down, they may begin to feel worthless, which eventually stresses a person’s mental health.

HO(null hypothesis):

There is no psychological impact caused due to job loss during pandemic.

H1(alternate hypothesis):There is psychological impact caused due to jobless. during pandemic
Table showing Chi square testing in order to determine whether or not job loss has an effect on psychological factors.

	Value	df	Asymp.Sig. (2-sided)
Pearson Chi-Square	20.982 a	6	.002
Likelihood Ratio	22.751	6	.001
Linear-by-Linear Association	1.658	1	.198
N of Valid Cases	138		

As per the Chi-square test, the Pearson value is less than 0.05.

Pearson chi square i.e., p value is 0.002 which is less than 0.05 so we reject H0 and accept alternate hypothesis. Here the alternative hypothesis is: there is psychological impact caused due to job loss during pandemic. Hence in the above case there is influence of job loss on psychological factors. According to the analysis, the vast proportion of people never felt calm and peaceful following their job loss. When an individual loses a job, typically one loses the schedule, and remaining calm in a stressful circumstance becomes difficult. When a person is stressed, their sense of tranquilly suffers.

CONCLUSION

Majority of respondents, according to the findings, went through a difficult period following job loss, and they rated their mental health as 1 on a scale

of 1 to 5, with 1 being very poor. People who lose their jobs lose access to job-related benefits like time structure, social contact, and social standing, all of which contribute to increased depression.

Majority of respondents have difficulty falling asleep, and some oversleep as a result of stress, according to the findings. All of these symptoms are caused by individuals' lack of financial stability and mental trauma as a result of job loss. According to the study's findings, after job loss, respondents tend to have trust issues with everyone around them, they have difficulty making decisions, and they have problems in all of their relationships. As each and every person feels sad in a different way, and stress induced by job loss can be emotionally taxing. Individuals tend to avoid crowd, one may have difficulty in making decisions, are all of different ways through which psychological discomfort is expressed and all of this can have a profound influence on mental health.

REFERENCES:

Pappas, S. (2020), Job Loss Takes a Toll on Mental Health, March 20, 2020, Vol. 51, No. 7, Print version: page 54, <https://www.livescience.com/8122-job-loss-takes-toll-mental-health.html>

Damian Fowler (2020), Unemployment during coronavirus: The psychology of job loss, 28th March 2020, <https://www.bbc.com/worklife/article/20200327-unemployment-during-coronavirus-the-psychology-of-job-loss>

Blustein, D. L., Duffy, R., Ferreira, J. A., Scali, V. C., Cinamon, R. G., & Allan, B. A. (2020), Unemployment in the time of COVID-19: A research agenda, Journal of Vocational Behaviour, Volume 119, 1 Jun 2020. <https://covid19.elsevierpure.com/en/publications/unemployment-in-the-time-of-covid-19-a-research-agenda>

Jennifer Liu (2020), How to cope with the emotional toll of losing your job, May 13

2020,<https://www.cnn.com/2020/05/13/how-to-cope-with-the-emotional-toll-of-losing-yourjob.html>